

Perspective

INSIDE

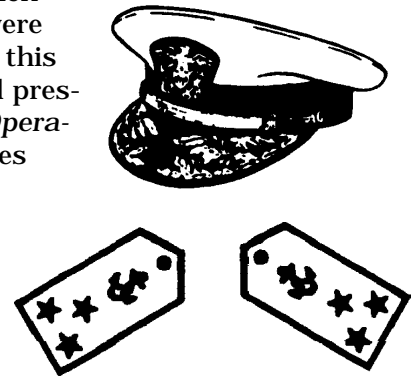
- **Electronic Communication w/Detailers**
- **Officer TERA/Continuation**
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The First Word ...

Ⓜ CHIEF OF NAVAL PERSONNEL (CNP)

Recommendations from the Quadrennial Defense Review (QDR)—a comprehensive study of our defense strategy and defense programs through 2015—were released by the Secretary of Defense and Chairman of the Joint Chiefs of Staff this past May. The QDR reaffirmed that Navy's overall strategic concept of forward presence described in . . . *From the Sea, Forward* . . . *From the Sea*, and the *Navy Operational Concept* is a vital component of the overall defense strategy which involves shaping today's environment, responding rapidly to ongoing crises, and preparing for our nation's future. Navy was actively involved in the QDR process which revalidated the need to retain 12 carrier battle groups and 12 amphibious ready groups. In order to build a leaner yet more modern and capable force, the QDR also identified a further reduction of 15 surface ships and 2 attack submarines, out year procurement cuts in the F/A-18E/F program, and two potential rounds of base closures in FY99 and FY01.



These reductions would drive an 18,000 active duty end strength (personnel) reduction (from our Bottom Up Review force level of 391,000) by the end of FY03. Current active duty Navy end strength is around 395,000 and we anticipate that it will stabilize at about 373,000—a relatively small reduction compared with the rest of the drawdown which has seen the Navy reduced by about 200,000 active duty Sailors with as many as 44,000 unreplaced losses in a single year. It is also important to recognize that these personnel reductions won't happen overnight. This modest reduction is manageable and scheduled to be conducted over a number of years. We will phase it in to ensure it does not negatively affect our career Sailors. Reductions will be carefully managed and implemented primarily through voluntary loss programs as well as somewhat reduced accessions. BUPERS has significant experience keeping faith with Sailors during periods of personnel reductions, and we will continue to keep Sailors and their families our top priority. Although there has been some unavoidable turbulence associated with the drawdown over the past several years, I believe implementation of these QDR recommendations will mark the beginning of relative stability in Navy manpower levels for the next few years.

Chairman of the Joint Chiefs of Staff, General Shalikashvili, underscored the importance of people in his comments to the QDR when he wrote, "The QDR highlighted once again that our major strength is our men and women and that our highest priority must be their welfare and that of their families. Recruiting and retaining the best people the United States has to offer, committing to their continual professional development, providing them with challenging and fulfilling careers, and ensuring their quality of life must remain our top priorities." In addition, the Chief of Naval Operations, Admiral Jay Johnson, stated in his recent testimony before Congress regarding the QDR that, "our focus on personnel will remain sharp. As we have done in the past, we will carefully manage these reductions, ensuring we do the right things for our people at every step. We must control the pace of change to ensure we do not attempt to create savings by increasing the workload of individual Sailors." It is clear from these statements that our efforts at BUPERS to provide and care for Navy Sailors have the full support of the top military leadership.

Finally, it is important to note that the QDR recommendations are preliminary. An independent assessment of the QDR will be completed by the National Defense Panel and reported to Secretary Cohen in December before final recommendations are delivered to Congress. Therefore, there will likely be further discussion before the QDR is fully implemented. We will keep you informed of any significant changes to QDR results in future issues of *Perspective*.

A handwritten signature in dark ink, appearing to read "D. T. Oliver".

D. T. Oliver
Vice Admiral, U.S. Navy



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Art Credit (cover): Fuel transfer from USS George Washington CVN-73 to USS Arthur W. Radford, DD-968. Photo by PH2 James Vidrine.

Perspective (NAVPERS 15892) is the professional bulletin of the Navy officer community. Its mission is to provide all Navy officers information regarding key personnel policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally-related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications.

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The *Perspective* office is located in room 3056, Federal Office Building #2, Navy Annex, Washington, DC.

Chief of Naval Personnel: VADM D. T. Oliver, USN

Deputy Chief of Naval Personnel: RADM L. R. Marsh, USN

Assistant Chief of Naval Personnel for Distribution: RADM J. I. Maslowski, USN

Perspective Editor: LT Steven M. Zip, USN

FROM THE HEAD DETAILER

○ RADM JIM MASLOWSKI

The use of e-mail and the Internet have become more commonplace at work as well as home, and you can now use both of these mediums to get in touch with us at the Bureau. Whether you're negotiating orders or simply looking for some career planning advice, I encourage you to use this technology.

Communicating with your detailer can be a time consuming event, but it doesn't have to be. You can circumvent the "phone tag" scenario through e-mail. Not only is it a faster, more efficient means of communication, but it also gives the detailer more time to research your particular question and/or request. Your detailer's e-mail address can be found at the end of his or her column or in the directory on pages 34-38. Additionally, you can get career advice or other information from the BUPERS Home Page as well as other official Navy websites—located at <http://www.navy.mil>. You can read about career trends, visit potential new commands, and browse through on-line versions of *Perspective* to read about the issues relevant to your community and the Navy in general.

Orders Writing Explained. Research and current information are important parts of the distribution process. The orders writing process has five main players—you, your detailer, the placement officer, the losing command, and the gaining command. It starts with you making your preferences known either by Duty Preference Card or by other communications with your detailer. Your detailer then goes pro-active as your agent and tries to get you the job you want while balancing the needs of the Navy and your professional requirements or milestones. If your detailer is working off of a slate (such as for DH, XO, CO, etc) he/she will try to match your top desires to the available billets on the slate. Otherwise you will be proposed for a particular job to the placement officer. The placement officer, on the other hand, is the commands' agent. It is the placement officer's job to ensure you are qualified for the gaining command billet, to verify that you are available for transfer from the losing command, and to arrange for enroute training as needed. Some billets, particularly at major commands and for senior officers, are nominative and require the approval of the gaining command. Once the proposed assignment is approved, orders are costed and released. The goal is to have orders in hand no later than 3 months prior to detachment month if PCS monies are available.

Now that you have a better understanding of how orders are written, please help us with the first input into the equation—your preferences. The quickest "real time" way to communicate that to us, as I have already mentioned, is through e-mail. Your detailer is simply a click away. If you can't get Internet access, your detailer is available by phone to talk about your next set of orders, or to offer some sound career advice.

J. Maslowski

Education/Subspecialties & Joint Picture

Education {PERS-440}: DSN 224-3321; commercial (703) 614-3321; fax (703) 614-4047
Joint {PERS-45J}: DSN 223-2345/0036; commercial (703) 693-2345/0036; fax (703) 695-9343

Federal Executive Fellowship

The Navy's Federal Executive Fellowship (FEF) program helps fill the Navy's requirements for senior-level officers knowledgeable in the formulation and conduct of foreign policy and in the intricacies of the decision-making process at the highest levels of government. To be eligible you must be an unrestricted or restricted line officer in the permanent paygrade of LCDR or above. Graduate-level education in Political-Military Affairs/National Security affairs or an appropriate subspecialty (i.e., XX2X) is desired, but not required.

Fellowship tour lengths are approximately 12 months. November 1997 selectees will begin their tours as fellows in August 1998. The obligated service is two years, to be served consecutively. Applications are due to Chief of Naval Personnel (PERS-440C) by 1 October 1997. OPNAVINST 1500.72B contains information on the program and how to apply. The FEF program sponsor is N5, DSN 223-3918 or commercial (703) 693-3918.

The selection board convenes in November 1997 and selects candidates for each of the following institutions as well as twenty five alternates. r

FEF Institutions Locations

American Enterprise Institute	Washington, DC
Atlantic Council of the United States	Washington, DC
Boston University	Boston, MA
Brookings Institute	Washington, DC
Center for Strategic & Int'l Studies	Washington, DC
Council on Foreign Relations (CAPT only)	New York, NY
Defense Arms Control Studies Program	Cambridge, MA
Foreign Service Institute (CAPT only)	Washington, DC
Harvard Center for Int'l Affairs.	Cambridge, MA
Harvard National Security Fellows (3)	Cambridge, MA
Harvard University Olin Institute	Cambridge, MA
Hoover Institute	Palo Alto, CA
Rand Corporation (3)	Santa Monica, CA
Tufts University	Medford, MA

U.S. Marine Corps Command and Staff College School of Advanced Warfighting (SAW)

Each year the U.S. Marine Corps Command and Staff College School of Advanced Warfighting accepts two Navy officers for attendance to its eleven month graduate level curriculum. The school is an exceptional opportunity for LCDRs from the surface and aviation communities who are attending an intermediate level service school to continue their Joint Professional Military Education. This follow-on course focuses on the link between operational art and preparation for war and involves studies in the inter-relationships among national values, policy, strategy, operations, logistics, equipment, manpower, doctrine, and theories of war. The course is conducted from historical, contemporary issue, and future wars aspects and includes numerous on site battlefield studies including Civil War campaigns and trips to Normandy, Sicily, and Israel. The ultimate goal is to create extraordinary, advanced warfighting capability and potential in officers in both the joint and naval expeditionary force arenas. The next available class convenes from July 1998 - June 1999. Officers attending an intermediate level service school during the 1997-1998 academic year who desire to continue their studies for an additional eleven months, should

contact their detailer and apply through the senior Marine Corps representative at their respective school not later than 31 December 1997. Further information can be obtained by calling the School of Advanced Warfighting in Quantico, Virginia at (703) 784-3330.

Pol-Mil Graduate and Postgraduate Education Opportunities

The Navy's Political-Military Master's (Pol-Mil) program and ADM Arthur S. Moreau Post-Master's Program helps fill the Navy's requirements for 0020P and 0020N subspecialty officers knowledgeable in the policy and in the intricacies of the decision-making process at the highest levels of government. More information concerning application procedures are available in OPNAVINST 1520.34B and OPNAV NOTICE 1520.

Tour lengths are 12 months. November 1997 selectees will begin their studies in the following summer or fall semesters. The obligated service is three years, to be served concurrently. Applications are due to Chief of Naval Personnel (PERS-440B) by 1 October 1997. Program sponsor POC is LT Ludwig DSN 223-3918 or commercial (703) 693-3918. r

O Joint

Joint Duty Requirement for Promotion to Flag

In his opening letter in the last issue of *Perspective*, RADM Maslowski, PERS-4, briefly discussed the joint duty requirement for promotion to Flag rank. I would like to discuss the requirements and some of our initiatives surrounding it. Title 10 U.S.C Section 619a (the initial law is commonly known as the Goldwater-Nichols Act) states that "An officer of the Navy ... may not be appointed to the grade of Rear Admiral (lower half) unless the officer has completed a full tour of duty in a joint duty assignment." The requirement is clear. Unfortunately, the AQDs in use are not.

Our goal is to ensure that AQDs accurately reflect the joint duty accumulated during an officer's career and that AQDs clearly communicate the right information regarding joint duty. To make this a reality, we are clarifying joint AQDs and reviewing the service records of all CAPTs. Following that review, we will proceed to CDRs and LCDRs. **Each officer who has an AQD indicating joint tour credit, but whose tour does not meet the Goldwater-Nichols requirement will be notified after the review.** Since we are painstakingly reviewing every single record, the process takes time. We ask for your patience during this process.

What's New in "Joint"

Today more than 1690 Navy officers serve in challenging joint duty assignments around the globe. In Washington, DC we are approaching the first anniversary of the commencement of the Joint Duty Assignment List (JDAL) Validation Board. For the past year, a board of senior civilians and Flag and General Officers has been reviewing billets on the Joint Duty Assignment List. The objective of this board is to ensure that every billet on the JDAL meets the intent of law and policy. Once complete, we will have the right people getting joint credit and a list which isn't so large that it challenges our ability to fill Navy billets.



We have just implemented two important aspects of the most recent legislation regarding joint duty. Officers serving in their second joint duty assignment can rotate at the 24 month point, enabling greater flexibility in sending officers to critical career progression assignments. Another good deal is the accumulation of joint duty time for service on joint task forces. Officers who complete at least 90 consecutive days of service in a qualifying JTF assignment can now receive credit toward completion of a full tour in a joint duty assignment.

In concert with the Joint Staff, we successfully reallocated our JPME Phase II quotas beginning in September 1998. The reallocation, which adjusts quotas to more closely coincide with service school graduation dates, makes it easier for Phase I graduates to get Phase II enroute to their joint duty assignments.

Finally, I would like to congratulate the summer graduates of the Service Colleges. In June, 74 Navy officers completed the rigorous programs at the National War College and the Industrial College of the Armed Forces. An additional 270 officers finished their demanding curricula in Newport, Rhode Island; Montgomery, Alabama; Carlisle, Pennsylvania; and Ft Leavenworth, Kansas. Good luck to those of you just reporting to a service college; you have a rewarding and challenging year ahead! r

LCDR Alan Grace, PERS-45J
Joint Policy Advisor/Phase II JPME Quota Control
[e-mail p45j1@bupers.navy.mil](mailto:p45j1@bupers.navy.mil)

The Joint Duty Assignment List on BUPERS Access

The following procedure allows you to view Navy Joint Duty Assignments using BUPERS Access:

1. Login to BUPERS Access (Do so using your PC/modem, call 1-800-346-0217). You will have to log in for account verification the first time. The next time you log in (24 hours min) you will have full access.
2. Select (1) for Detailers
3. Select (1) for JDAL

Acquisition Professional Picture

**{PERS-2MM/447}: DSN 227-8761
commercial (703) 697-8761; fax (703) 614-4047**

1. Who approves my certifications?

Certifications are submitted by you to your command approving authority, usually your O-6 boss or in some cases at the Flag/SES level. The most important thing to know is the authority rests in your chain. BUPERS does not approve certifications.

2. I'm in an Army/USAF/Joint Command, who approves my certifications?

Same as above! It does not need to be a USN officer who approves your certification. Be persistent, some commands do not want to approve another service's certifications. Remember DAWIA has established a DOD program and the requirements for certification should be the same for all.

3. What do I do with my certifications when approved?

Send or fax them to PERS-447 or for the CEC, Supply, ED, and AED members you can send them to your community acquisition POC at BUPERS.

4. How do I know which AP jobs are available?

The easiest way is to contact your detailer. They know the jobs they have to fill. If you want more help call the placement officer or the personnel office in the command you are interested in. In most cases they are willing to tell you what they know.

5. When is the next APC board?

The semi-annual APC Selection Board meets in February and August. NAVADMINs are sent announcing the boards in December and June. Applications are due in January and July.

6. How do I become a member of the APC?

Look for the NAVADMIN message and send in your application. It's important to remember that this is a voluntary program and you need to apply to be considered.

7. When am I eligible to go to a DAU school?

To be eligible for the DAU training, which is no cost to your command, you must be in or ordered to an acquisition coded billet. That means your billet has an acquisition AQD. Also, once you are an APC member you are always eligible for training. A point to remember is there are many billets that involve acquisition work or are in acquisition commands which, however, are not coded. Take the time and submit the paperwork to get them coded. Get credit for the work you are doing!

8. I want to go to (you fill the name) billet which is a Critical Acquisition Coded (CAP) billet, what do I need to do?

To fill a CAP billet you must be an APC member. CAP positions are all acquisition O-6 and above billets and some O-5 billets. They are usually filled with experienced APs. There is a CAP assignment waiver that the detailer or command could submit but they are only approved in unusual circumstances. r

**CAPT Dan Brown, PERS-2MM/447
Acquisition Professional (AP) Advisor
[e-mail p447@bupers.navy.mil](mailto:p447@bupers.navy.mil)**

Surface Picture



{PERS-41}: DSN 224-8341; commercial (703) 614-8341; fax (703) 614-xxxx: {41} 5184; {412} 5185; {414} 5168; {410/411/413/415/416} 8786

○ Captain's Corner

Surface Major Command Board. The FY98 Surface Major Command Screen Board is scheduled to convene 27 October 1997. Candidates for selection include all Captains and selectees (designators: 111X, 113X, 114X 170X, 61XX and 64XX) in promotion year groups 1996 to 1998. Preparations should begin **NOW** for this important career milestone. Review your microfiche record in person (Room 3036, Navy Annex) or request a copy from Bureau of Naval Personnel (PERS-313), 2 Navy Annex, Washington, DC 20370-5313. Ensure that your request includes your full name, SSN, return address and signature.



While reviewing your record for completeness, check for the following items:

- **FITNESS REPORTS** — your file should include all of your FITREPs. Ensure that your July 1997 Captain FITREPs or August 1997 Commander FITREPs are received by BUPERS (PERS-323) well in advance of the board.
- **PICTURE** — records must contain a full-length photo taken within three months after acceptance of each promotion as required by MILPERSMAN 1070-180.
- **PERTINENT DOCUMENTS** — make sure that personal awards, college degrees, medical board findings, etc ... are included. If you wish to communicate with the board, write to the President, FY98 Surface Major Screening Board, Bureau of Naval Personnel, 2 Navy Annex, Washington, DC 20370-4100; Attn: PERS-41. Remember—all correspondence with the Board President must originate from/be endorsed by the officer concerned. See MILPERSMAN Article 2220120.

Officers with questions about the board, or who wish to discuss their records should contact the Surface Captain Assignments Branch at DSN 224-8341 or commercial (703) 614-8341. r

○ Surface CDR {PERS-410}



Welcome Aboard! CDR Jim Clark has relieved me as Head, Surface Commander Assignments, PERS-410. Jim recently completed a successful command tour in USS GUSTON HALL (LSD-44). For me, the highlight of this tour has been the opportunity to meet with you during my field trips over the year. "Fair Winds and Following Seas" as you move along in your careers.

Congratulations to our new CDRs. By the time this issue of *Perspective* is distributed, the results of the the FY98 Active O-5 Line Board should be released. Congratulations to all of you who were selected. Please take the time to call and introduce yourself. You may even want to schedule an appointment if you are going to be within striking distance.

CAPT P. W. Marzluff, PERS-41
Director, Surface Officer Distribution Division
[e-mail p41@bupers.navy.mil](mailto:p41@bupers.navy.mil)

CDR Sea/Overseas Billets Available

<u>Command</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
USMTM JUBAIL	DET CHIEF	Saudi	9711
COMCARGRU 5	STF OPS/PLNS	Yoko	9711
CCDG-1	READ/TRNG	San Diego	9711
COMSEVENTHFLT	STF ASW	Yoko	9711
CNFK	REAR AREA CD	Seoul	9711
NAVCOMPTCMDR	CHIEF PLANS	Chinhae	9711
COMDESRON 5	CSO	Pearl	9712
COMTHIRDFLT	COMMO	San Diego	9801
CCDG-3	OPS/PLNS SURF	San Diego	9801
COMCARGRU 6	READ/TRNG	Mayport	9803

Please give us a call before you stop by so we can provide you an updated copy of your PSR and microfiche record.

Preference Cards. As always, it is important to keep an updated duty preference card on file. After you change duty stations or move, you should fill out a new card (even if your duty preferences have not changed) in order to update your address and phone numbers. Please include your e-mail address in the remarks section. For those of you overseas or at sea e-mail provides us an easy way to get in touch with you. r

CAPT R.L. Chapman, PERS-410
Head, Surface CDR Assignments
[e-mail p410@bupers.navy.mil](mailto:p410@bupers.navy.mil)

○ Surface LCDR {PERS-411}



XO Slate. We recently completed the May 1997 XO Slate where 81 officers were slated to their XO tours. This slate loosely covered PXO school dates out through the December 1998 time frame. The next XO slate will be in August 1997 and should cover out through the March 1998 PXO course. We expect that about 30-40 officers will be included on the August slate. If you are an unslated XO screened officer it is CRITICAL that you have an up-to-date duty preference card. Please mail it to your detailer or fax it to (703) 614-8786.

PCS Funding Shortfall. We are still fighting our way through our FY97 PCS funding shortage. Most critical orders have been released or moved into FY98 (October 97 EDD). Should we receive additional funds, we will look at rolling certain October 97 (FY98) moves back into FY97 on a case-by-case basis. Please continue to bear with us as we work to mitigate this situation.

LCDR Command Screening Procedure. A modification to the procedure for LCDR Command Screening will be implemented starting with next year's XO/CO Screening Board. Previously, any officer who screened for XO and had requested to be screened for LCDR Command would be screened by the board without a limit on the number officers screened. The board will now have a goal which limits the maximum number officers who are selected. This goal will be set by the community manager based on the requirements for LCDR Command fills during the upcoming year. Officers desiring LCDR Command are still required to submit a letter to the President of the Board, via their last afloat Commanding Officer, requesting screening. If screened, you can expect to go to command in lieu of an XO afloat tour. This selection board procedure change will reduce the long waiting list of LCDR Command screened officers awaiting slating.

New Branch Head. I will be detaching in July 97 en route to the National War College at Fort McNair.

CDR(Sel) Pat O'Rourke will be moving up from the 411A desk to be the branch head. r

CDR John Chandler
Head, Surface LCDR Assignment Branch
[e-mail p411@bupers.navy.mil](mailto:p411@bupers.navy.mil)

○ Surface Junior Officer {PERS-412}

FY97 Surface Line Department Head Screening Board.

The FY97 Surface Line Department Head Screening Board met 19-24 May to select Surface Warfare Officers (111X) and Limited Duty Officers (611X and 6130X) for afloat Department Head assignments, and Special Operations Officers (114X and 119X) for assignment to LT Executive Officer afloat and EOD Shore Detachment Officer-in-Charge billets. The Surface Warfare Officer, Limited Duty Officer and Special Operations Officer banks of previously selected officers were also reviewed to confirm sustained outstanding performance. 741 of 802 officers (92.39%) successfully screened for future Department Head duties, up from an overall 85% selection rate a year ago.

As was the case with last year's board, officers failing to screen were those who lacked consistent Department Head recommendations on their fitness reports over time, or those who arrived late to their Division Officer tours and lacked a level of professional growth viewed by the board as necessary evidence of one's potential for Department Head assignments in the future. *(The vast majority of officers up for their second look this year who were not screened by the '96 board because they arrived late to their DIVO tours successfully screened this year.)* Additionally, officers with recently documented cases of misconduct/DUI, or a history of PRT failures, failed to successfully screen for Department Head duties during this board.

The board found the new FITREP system particularly useful in documenting an officer's professional growth. Individual, summary group, and reporting se-

nior historical trait averages detailed on Performance Summary Reports (PSRs), when viewed with promotion recommendations and FITREP comments, greatly helped the board in determining if an individual officer showed consistent, improving performance over time—a solid measure of professional growth and documented potential for increased duties and responsibilities. The board also recognized that SWO LTs performing duties as Division Officers were in many cases competing for promotion recommendations with SWO LT Department Heads and did not dwell on that section of the PSR for decision-making purposes. In contrast, the board viewed the apparent removal of a Department Head recommendation, significantly lower individual trait grade averages, and “Progressing Towards” promotion recommendations (i.e., down from EP, MP or Promotable) as indications of erratic or declining performance. Additionally, officers consistently recommended for Department Head during a DIVO tour who lacked such a recommendation in their detaching fitness reports were viewed by the board as having specifically lost the confidence of their Commanding Officer for Department Head duties.

The board also noted that the increased number of FITREP reporting seniors and the diversity of DIVO assignments associated with the revised Division Officer Sequencing Plan (DOSP) made the job of screening Department Head candidates easier and instilled more confidence in the board’s deliberations. Many officers exhibited records of substantial professional growth over time, showing that they had broken out among their peers in follow-on DIVO assignments. This latter trend was particularly evident with officers in second DIVO tours aboard aircraft carriers. Officers having obtained EOOW and CDO qualifications were also recognized by the board.

Officers successfully screening for Department Head duties this year will be notified by letter and any officer desiring his/her screening status can also obtain same from their detailer via phone call or E-mail. Please give us a call if you have any questions (or concerns) and we’ll be happy to review your status with you! r

*CAPT Rob Reilly, PERS-412
Head, Surface Junior Officer Assignments
e-mail p412a@bupers.navy.mil*

Surface JO Shore Coordinator (PERS-412A)

Naval Postgraduate School (NPS) and NROTC Instructor Duty. If your goal for your shore tour is a master’s degree, Naval Postgraduate School is the place to go. If you need information about NPS, you can order a catalogue via phone by calling DSN 878-3093 or commercial (408) 656-3093. Course descriptions for NPS are on the internet at the NPS web site at: <http://www.nps.navy.mil>

The NROTC Instructor slate for 1998 is being formulated and quotas will be limited. Eligibility for NROTC Instructor Billets include a grade point average of 3.0 or above and that candidates be Department Head screened (or screenable).

Post-DIVO LT Billets in San Diego, Norfolk, and Pearl Harbor are limited and most involve supporting the waterfront. Afloat Training Groups, Propulsion Examining Board, Fleet Combat Training Centers (FCTCLANT/FCTCPAC), and major staffs (SURFLANT, SURFPAC, MIDPAC, etc. These tours can enhance your surface warfare expertise and prepare you for your next career milestone as a Department Head.

Specific inquiries about post-DIVO shore tours can be addressed/sent to the Shore Coordinator, PERS-412A (e-mail: p412a@bupers.navy.mil) r

O Surface Nuclear {PERS-412N}



Records Review. Now that summer has arrived, take the time to order your microfiche and Performance Summary Record (PSR). You should check your record to be sure that it includes your latest fitness reports, current photo, recent qualifications and AQDs, educational background, and all awards. Due to the record update process, it can take up to four months for a FITREP to be entered into your microfiche. Continuity checks are performed on your record prior to any promotion or screening board, but ultimately YOU are responsible for your own record. We are here to help you maintain your record, but we will not always be able to recognize when something is missing other than a FITREP. If you were requested to fax any documentation for any board in the past year, you should verify the missing item(s) have been added to your record. Items that go directly to the Boardroom must be destroyed after the board, as they are considered official board documentation. Fitness reports without the Commanding Officer’s summary sheet,

while useful to the board, cannot be entered into your record. Again, verify your record to be sure these items are now included. The importance of keeping your record up to date and as accurate as possible cannot be stressed enough.

You may order your microfiche and PSR from PERS-313. You cannot order by phone or e-mail, because your signature is required. Fax ordering can be done by faxing a short request with your return address to: DSN 224-8882 or commercial (703) 614-8882. PERS-313D can answer any questions you have with regard to resubmitting missing items. They can be reached at DSN 224-3654 or commercial (703) 614-3654. As always, CDR Janikowsky, Perry, and I are standing by to assist you.

Order your microfiche and PSR today!

Prototype Slating to Your First Nuclear Ship.

How the prototype slating process to nuclear ships is accomplished is one of the common questions I receive from junior officers. First, I gather all your individual requests. Next, each prototype class is ranked based on performance at nuclear power school and at prototype. I then take your duty preferences, your class standings, and the specific manning requirements of each ship, and then match them up as closely as possible. Once this is completed, I review the overall nuclear officer manning in each wardroom to ensure that these are balanced technical backgrounds, academic backgrounds, and prior experience. Finally, I return to your request to verify I came as close to matching your request as possible. **The key starting and ending point in the process is your request.** For the sea-returnees in the class, your initial sea tour homeport is not a factor in the decision process unless you specifically request it.

Prospective Nuclear Engineer Officer (PNEO)

Exam. The prerequisites for taking the PNEO exam are found in BUPERSINST 1540.41. For officers on their first sea tour, it requires serving a minimum of two years on board a nuclear powered ship as a nuclear trained division officer. Officers who have completed warfare qualification prior to reporting to their first nuclear powered ship, must serve a minimum of one year as a qualified watch officer. Please read and understand the requirements, track your progress toward PNEO, and schedule

your exam early. All seats for some exams have filled as early as eight weeks in advance. To schedule an exam, call LT Mike Brunner (PERS-421C), at DSN 225-4039 or commercial (703) 695-4039. The PNEO exams that are scheduled in the near future are as follows: July 7, 21; Aug 4, 5; Sep 8, 22. r

*LCDR Ed Mullen, PERS-412N
Surface Nuclear Officer Assignments
e-mail p412n@bupers.navy.mil*

○ Surface Placement {PERS-413}



By the time this goes to press we will hopefully have overcome the budget difficulties that have held a number of officers in limbo for the remaining part of this fiscal year. We will work with all the commands to ensure that their new officers arrive to prevent any gaps in billets in sea commands.

We have had a great response with incoming LORTARPS in the last few months and will continue to respond to each one by message within five (5) working days.

Please be as specific as possible when requesting training for new division officers and department heads. We will try to support the ships as best we can in meeting your additional training requirements. Toward the end of the fiscal year we become constrained by TEMDUINS funding limits and course availability.

As a reminder, the division officer sequencing plan does not require a command to provide a division officer with a tour in more than one department during their first tour on board. If you decide to move a DIVO to another department during their first tour please let us know so we can update your unit staffing report at BUPERS. Your ODCR is derived from your unit staffing report and we are in constant battle to make that report reflect reality. This also helps the second tour division officer detailers determine where best to assign an officer for their second tour. Unfortunately, we can not "create" billets on your ODCR should you choose to be innovative with your ship's manning plan. We are constrained to the billets listed in the Unit Staffing Report.

We look forward to hearing from you in the upcoming months. r

*CDR Tom Carney, PERS-413
Head, Surface Ship Placement
e-mail p413@bupers.navy.mil*

○ Surface LDO/CWO {PERS-414}



Review. Many of us like to keep articles of particular interest from past issues of *Perspective*. I frequently review my collection of articles to ensure that I don't repeat any old topics. Interestingly though, many questions these past articles were written to answer are still being asked months later. Now, I realize that we have a new crop of officers every year but, many of these same questions are asked by those who have been around awhile. Maybe revisiting some of these issues is appropriate. The most often asked questions concern the promotion process which was recently covered in great detail by the annual Career Issue (Jan-Feb 97 (volume 2/97)). That issue is chocked full of great information and if you haven't read it, I strongly encourage you to get your hands on a copy, read it carefully, and locally reproduce those sections of interest. (try downloading off BU-PERS Home page at www.navy.mil/homepages/bupers)

Career Management. Many Navy personnel do not understand that career management is a large portion of the detailing business. Detailers are actively involved in the management of individual careers and assisting in the management of specific designators in the entire LDO/CWO community. Individual career management is the element most readily associated with the detailers duties. The detailer's objective is to ensure that each officer he details remains on course for promotion to the highest grade attainable before statutory retirement. In order for an individual to be competitive for promotion, they must show a pattern of superior performance, professional development, and a pattern of assignments which reflect increasing levels of responsibility. When you call to negotiate an assignment, your detailer will quickly review your history of assignments, qualifications attained, and overall performance. Following that review the detailer will offer and suggest specific assignments, within your PRD window, that keep you on track for promotion. Your promotion, and ultimately your retention, ensures the Navy has a sufficient number of senior LDO/CWOs, in various designators, to meet current and future billet requirements. This is where designator management comes into the picture. Detailers must carefully monitor the billet requirements and personnel inventory for every designator under their charge. Each year they work closely with the LDO/CWO Commu-

nity Manager to determine how many enlisted personnel will be selected and commissioned in each designator. Our community has a finite number of billets in each designator and detailers help to ensure we have a sufficient number of officers in each designator to meet our requirements. Too many Engineers, for example, will mean too few officers in some other LDO/CWO designator. If the detailers have an insufficient number of officers to fill their billet requirements, those billets are susceptible to drastic personnel actions. The billets may be deleted or converted to some other designator. Such action, particularly if it affects a control grade billet (CWO4 or LCDR and above), has a ripple effect through the whole community. Promotion opportunities, selected early retirement actions, and new accession numbers are all affected by changes in our control grade numbers. Your detailer is here to take care of your career, your designator and your community. r

CDR Paul Williamson, PERS-414
Head, LDO/CWO Assignments
[e-mail p414@bupers.navy.mil](mailto:p414@bupers.navy.mil)

○ Special Warfare {PERS-415}



PCS moves. If you have orders for a 9710 detachment and can move last minute in September if/when money becomes available, let us know. Those junior officers who have completed an AOIC or OIC assignment and have not reached their PRD, call me and let's get you moving to another career wicket.

Lateral Transfer Candidates. If you are in another URL community and are trying to transfer to SPECWAR, your package must be received NLT 30 June of each calendar year. Competition is fierce so if you have questions call this office. You must have received your warfare designation prior to applying and must have completed all obligated time for any schooling you have received. Remember to include a diving physical and the SEAL Screening Test (PT) results. All other info can be found in the MILPERSMAN Article 1420160.

Stay in touch! Margarethe and I can be reached at DSN 224-8327/8, commercial (703) 614-8327/8; fax (703) 614-8786 (Attn: PERS-415). Make a point to stop in if and when you are in the area. Remember you have the primary responsibility for ensuring your record, in it's entirety, is kept up to date, ie. Photo, qualifications, FITREPs, etc

SEAL Assignment Opportunities.

<u>Command</u>	<u>Rank</u>	<u>Billet</u>	<u>Fill date</u>
NAVSCIATTS	LT	XO	ASAP
NSWU-1	LT	OPS	ASAP
NSWU-1	LT	OPS/PLNS	ASAP
NSWC DET YUMA	LT	Instructor	ASAP
SDVT-1	LT	OIC	ASAP
SDVT-1	LT	OIC	ASAP
NSWU-4	LT	OPS	ASAP
NAVSEA	LT	SEAL Programs	ASAP
JICPAC	LT	SPECWAR	ASAP
NSWC KEY WEST	LT	Instructor/XO	ASAP
SBU-22	LT	OPS	ASAP
SBU-20	LT	OPS	ASAP
SOC PAC	LCDR	MAROPS	ASAP
SOC-K	LCDR	MAROPS	ASAP
SOCENT	LCDR	MAROPS	ASAP
COMUSNAVCENT	LCDR	SEAL	ASAP
STKWARCEN Fallon	LCDR	Instructor	ASAP
CNAVDOCOM	LCDR	SPECWAR	ASAP
OPTEVFOUR	LCDR	SPECWAR	ASAP
JCS	CDR	J-3 SOD	ASAP
US MILGRU EL SAL (DLI)	LCDR	SPECWAR	9710 r

CDR Tucker Campion, PERS-415
Head, Special Warfare Assignment and Placement
p415@bupers.navy.mil

○ Special Operations {PERS-416}



1140 Working Group. A new 1140 Working Group has been formed and will be formally chartered by our resource sponsor OPNAV (N86). Senior officers representing our four functional areas comprise the membership of the group and will act as single points of contact for community issue papers dealing with their individual functional area. The representatives from the functional areas of EOD, D/S, and EOM will rotate every 12 months. Permanent members will be OPNAV N852F, OPNAV N869C, and myself. The rotating members are:

- ^a COMEODGRU ONE (EOD)
- ^a CDR, NOCLANTDIV (EOM)
- ^a CO, NAVDIVSALVTRACEN (D/S)
- ^a NAVSEA PEO MIW PMS 407 (starting in 9712) (MIW)

The group met for the first time in May and will continue to meet on a routine basis. If you have an issue you wish the group to discuss, submit an issue paper to the appropriate member for inclusion in the next

meeting. I will discuss more about the group in my upcoming newsletter.

FITREPs and Microfiche. In the recently completed Department Head Selection Board, I noticed a disturbing number of discrepancies in personnel records. The main problems were FITREP continuity and officer photographs. You should have day for day continuity in your FITREPs and a photograph in your current rank. Two-thirds of all records I reviewed had something wrong with them. It remains the individual officers' responsibility to make sure their record is squared away. Pay particular attention to "from-to" dates on your FITREPs and ensure day for day continuity is maintained. Don't wait until your record is coming before a selection or administrative board to fix it. My suggestion is pick a month and order your microfiche and PSR on an annual basis and fix what's wrong while you have time.

SPEC OPS Assignment Opportunities:

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
EODGRU 1	LT	6480	Staff RED/GEN	ASAP
EODGRU 1	LCDR	6480	Staff RED/GEN	ASAP
EODTEU 2	CW04	7480	INST TECH	ASAP
NAVSCOLEOD	LT	6480	ED Facilities	9707
MWTC	LT	1140	Instructor	9709
SURFLANT	LT	1140	EOD	9710
DET Sigonella	LT	1140	OIC	9710
PEP UK Kent	LT	6480	Trng Off	9711
NSWCD	LCDR	1140	PGM MG WEP	9712
NOC IND HD	LCDR	1140	INV CLT/RSS&I	9712
NOC D AMCCOM	LCDR	1140	Staff Liaison	9801
NAVSEA OOC	LCDR	1140	OOC 32	9801

Stay in Touch and Keep Charging! I can be reached at DSN 224-8327/8; commercial (703) 614-8327/8; Fax (703) 614-8786 (Attn: PERS-416). r

LCDR Gary R. Windhorst, PERS-416
Head, Special Operations Assignments and Placement
[e-mail p416@bupers.navy.mil](mailto:p416@bupers.navy.mil)



{PERS-42}: DSN 225-0687; commercial toll free 1-800-526-3583; fax (703) 614-8609

○ Captain's Corner

CO/XO Screening Board Results. The FY98 Submarine Executive Officer/Commanding Officer Screening Board reported out 7 May. Congratulations to all those officers selected. **Documented, strong performance** throughout your career remains the key to successful screening. Although it is possible to overcome a slow start early in your career, declining or weak performance in your department head or XO tour can pose large speed bumps in your upward career progression. Hit the deckplates running at each new assignment. Having participated in five of the last six CO/XO screening boards, I offer you the following specific elements to successful screening and promotion:

- + **Breakouts in performance on fitness reports, regardless of the assignment.** If an officer is seen as a top performer as compared to his peers, he will stand out during board deliberations. Although strong performance and breakouts during sea duty assignments are a major factor, breakouts during shore duty tours are important as well. Recent changes to the fitrep system which clarified rules governing remarks should help reporting seniors in this regard.

- + **Postgraduate degrees** are becoming more of a discriminator in selection of the "most qualified" officers to assume leadership responsibility. All officers should attempt to complete post graduate education during their careers. Post graduate opportunities at Naval Postgraduate School (NPGS) are limited. Consequently, most officers must pursue their degrees during off-duty hours - a viable alternative in most locations submariners are assigned for shore duty.

- + **Joint education and joint service** continue to be important aspects of a well rounded career. There are many ways to achieve joint education credit - War College, Joint Professional Military Education (JPME) seminar and correspondence courses, and some fellowships. As with post graduate education, resident opportunities are limited. Your detailer can discuss JPME and potential joint duty opportunities.

- + **Strong performance in challenging visible competitive assignments.** Rotating ashore to our key nuclear, tactical and staff assignments, as balanced by the above considerations, is the recipe for a well rounded, upwardly mobile career.

+ **Frequently review your microfiche and Performance Summary Record (PSR)** for accuracy, especially prior to screening boards. Providing the board with the most complete record of your performance can only enhance your chances for selection. The January/February *Perspective* gives specific details on how to order and correct your microfiche and PSR.



Department Head Manning

Good news on the department head manning front! The days of the 40+ month department head tours are rapidly drawing to a close. I know this is of little comfort for those officers still at sea on an extended department head tour, but this will not be the case much longer. We are rapidly approaching a crossover point where average department head tour lengths will steady out just below 36 months. By early Spring 1998 we will be in a position to relieve many officers up to 3-4 months prior to their 36 month PRD. This should provide ships significant flexibility to separate rotation dates of the senior leadership onboard, as well as allow us to bring in new officers early in deployment POM cycles or SSBN off-crews. Since we need to ensure we have assignments for officers graduating from SOAC, ships should not plan on extending any department heads beyond their 36 month tour and should re-examine wardroom rotations with a thought toward some early reliefs. The department head detailer, LCDR Kirk, is already slating reliefs early for some department heads where it obviously makes sense. Contact him to discuss modifying wardroom rotations for other early reliefs.

The entering argument for this situation is having enough officers graduating from SOAC to allow these early reliefs. We actually have slightly more junior officers reaching their 2 year PRDs on shore tours than SOAC class loading will allow, so a small number of junior officers are being required to delay one or two classes. This is great news for junior officers ashore, since we will be able to consider more PRD extensions to complete graduate degrees or to improve the timing of officers rotating from their shore command. Shore commands should likewise examine their rotation plan for junior officers and use this flexibility to im-

prove continuity. Officers interested in extending should submit a PRD extension request to the Chief of Naval Personnel (PERS-42) via chain of command.

Nominative Assignments

In order to facilitate future assignment nominations to joint or navy commands, all CAPTs and CAPTs (Sel) should update your biographies and photograph. Please provide your biography (in WP 6.1 or lower format) and photographs (8x10 head and shoulders) to PERS-42 (attn: PERS-42S). You can also submit your biography by e-mail to Ms. Barb Foster at p42s@bupers.navy.mil.

It has been a distinct privilege to serve as your head submarine detailer over the last two years. Largely based on your inputs we've been able to tackle some thorny issues and guard the long term health of our community. I appreciate your willingness to trust me with your candid feedback and ideas. I know that CAPT Jerry Talbot, who relieves me in July, will depend on you to chart a course for the next several years. I'm sure Jerry will listen because he cares and, of course, he'll try to say yes. r

CAPT Mike Feeley, PERS-42
Director, Submarine Distribution Division
e-mail p42@bupers.navy.mi

Detailer Notes

FY99 Department Head Screening Board.

The FY99 Submarine Department Head Screening Board will meet in October 1997 to screen YG92 officers. All eligible officers should ensure their records are up-to-date. The end date for the last regular fitness reports for LTs being considered is 31 January 1997.

Split Tour Opportunities. Department head split tour opportunities are more limited than in previous years, but still offer an excellent means to broaden an officer's background and experience. Opportunities include external split tours to either Submarine Liaison Officer (SLO) on a Carrier Group/Cruiser-Destroyer Group staff and Radiological Controls Officer (RCO) at a submarine repair facility. While split tours between two ships and internal split tours to different billets on the same ship are still possible, they are less likely due to reductions in average department head tour lengths.

You should have completed 18-24 months of your department head tour to be considered for a split tour. Listed below are several split tour billets which are available over the next 12-15 months:

<u>Billet</u>	<u>Activity</u>	<u>Location</u>	<u>Date</u>
RCO	TRF Bangor	Bangor, WA	9803
SLO	CARGRU One	San Diego	9804
SLO	CRUDESGRU One	San Diego	9804
RCO	USS MCKEE	San Diego	9810
SLO	CARGRU Five	Yokosuka	9810
SLO	Western Hemisphere BG	Mayport, FL	9811
SLO	CRUDESGRU Five	San Diego	9811
SLO	CARGRU Four	Norfolk	9811
RCO	NSSF New London	Groton, CT	9812

All of these billets involve a 1-2 month training track en route, so contact LCDR David Kirk at least 12 months prior to your desired split tour rotation date.

SOAC Dates And Department Head Detailing

The following SOAC dates are provided for planning purposes:

<u>Class</u>	<u>Convene</u>	<u>Graduate</u>
FY97		
97060	21 JUL 97	19 DEC 97
97070	02 SEP 97	13 FEB 98
FY98		
98010	03 NOV 97	17 APR 98
98020	05 JAN 98	05 JUN 98
98030	23 FEB 98	24 JUL 98
98040	20 APR 98	18 SEP 98
98050	08 JUN 98	06 NOV 98
98060	20 JUL 98	18 DEC 98
98070	08 SEP 98	19 FEB 99

The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

<u>Approximate Time</u>	<u>Event</u>
8-9 months prior	Orders to SOAC issued
3-4 months prior	SOAC Class slated (department head assignments made)
Upon arrival	Department head assignment letters issued
1-2 months after arrival	Orders to ship issued

SOAC class assignments are based primarily on PRD. SOAC class sizes have been limited to 18 students in an attempt to level load classes throughout the year.

This can result in some officers who must be shifted between classes to equalize student loading, but these shifts normally involve only a 1-2 month delay in detaching from the previous command. Junior officers on their shore tour should contact LCDR Kirk about 9 months prior to their PRD to confirm SOAC class assignments and to update duty preferences.

Duty preferences can be submitted by duty preference cards, letter, or e-mail. Use whichever format is easiest for you to express what is most important in your department head assignment. Ensure you provide "adequate target strength" in the event your first or second choices are not available.

Assignments are ultimately dependent on what billets are available. Within these confines, several other factors are considered including previous duty history, command employment and schedule, wardroom strengths and weaknesses, individual career needs, and of course individual duty preferences. Unexpected events can obviously lead to assignment changes, but every effort is made to prevent changing homeports during SOAC unless an individual volunteers for the change.

Uncertainty surrounding ship schedules, split tour options, and unscheduled personnel losses in the fleet make it very difficult to determine the availability of ship billet openings more than 9 months in the future. This precludes discussing department head assignments prior to the slating process, which occurs 3-4 months prior to the SOAC class convening date.

Contact LCDR Kirk with any questions at DSN 225-4048, commercial (703) 695-4048, or e-mail p421b@bupers.navy.mil

Junior Officer Shore Duty Assignments. JO shore duty assignments to Nuclear Power School, NROTC Units, and Naval Academy Company Officer or PRODEV Instructor have recently been modified to remove the Agreement to Remain on Active Duty (GREEMAIN) for 2 years following the completion of your shore tour. This was done to provide a larger pool of highly qualified JOs to serve in these assignments and because the GREEMAIN was not signifi-

cantly affecting retention of JOs to their department head tour. In the past, assignments made to shore duty tours associated with a GREEMAIN were made on a first come first served basis. Now all shore duty assignments except for Naval Postgraduate School will be made via the slate (*Naval Postgraduate School assignments still incur obligated service and will be detailed on a first come first served basis to qualified individuals*). The slate is done quarterly and is posted on the Job Advertising and Selection System (JASS). Each submarine can apply for it's own JASS account which will allow JOs to access the shore duty slate from anywhere in the world. The March-April 1997 *Perspective* contains detailed information on the slate system and JASS, please refer to that issue to set up your submarine's JASS account. If you have any questions regarding JO shore duty assignments contact LT Michael Brunner at (703) 695-4039, DSN 225-4039, or e-mail: p421c@bupers.navy.mil.

Prospective Nuclear Engineer Officer Examinations.

The following dates for the PNEO exam are provided for planning purposes. If you would like to sign up for an exam contact LT Michael Brunner at DSN 225-4039 or commercial (703) 695-4039. Exam seats are filling eight weeks in advance.

21 July 1997	4 August 1997
5 August 1997	8 September 1997
22 September 1997	6 October 1997
7 October 1997	3 November 1997
4 November 1997	1 December 1997
2 December 1997	

Hail and Farewell. We wish CAPT Mike Tracy a fond farewell as he heads to Norfolk to assume duties as Commander, Submarine Squadron Eight. Mike's relief as the PCO and post command detailer is CAPT(Sel) Bill Hendrickson. Bill reports to BUPERS from an outstanding command tour in USS NEBRASKA (SSBN 739) (BLUE).

Also arriving last month is LT Joe Nosse from USS TAUTOG (SSN 639). Joe assumed duties as the new accessions detailer. On a related note, LT Darin Brown has moved up to the junior officer sea detailer/nuclear bonus manager position. See the roster on the back pages of this issue for phone numbers. r

Aviation Picture



Fax: DSN 225-1715, commercial (703) 695-1751

○ Captain's Corner

Hopefully you're having a great summer. If you're not underway, give us a call, we can fix that. Congratulations to all of our new CAPT selectees. As always the key to selection was performance. To help us help you with your first four stripe assignment, please send us ten (yes, ten) 8x10 color glossies of your nicest smile and ten copies of your bio. All CAPT jobs are nominative, your "package is an essential part of the assignment process (This plea applies to you "Old Salts", too).

For all our new CAPTs, please give me or my assistants, CDR Ron Evans and LCDR Matt Dolan, a call. We'll work with to find the best job to help reach your goals. E-mail is a great way to communicate with us. P43A@bupers.navy.mil somehow makes its way to our computer. If you write it we'll answer it.

The Aviation Command Screen Board has moved to September 22. This will permit the board to consider the recent CDR FITREPs.

What's a GREEMAIN? Will antibiotics cure it? A GREEMAIN is an agreement to remain on active duty for a specified period upon completion of that tour. Many assignments require unique training to develop skills of critical importance. The Navy needs you after the end of your tours. Executing the orders means you accept the GREEMAIN. Your detailer can help explain GREEMAIN further.

If you'll be in Washington, DC this summer, please stop by. Fly safe. r

CAPT Bob Besal, PERS-43
Director, Aviation Officer Distribution
[e-mail p43@bupers.navy.mil](mailto:p43@bupers.navy.mil)



○ Aviation CDR Detailer {PERS-431}



The FY97 Initial Aviation Command Screen Board (IACSB) has been rescheduled to 22 September - 03 October. This move was made to ensure the results of the CDR Promotion Board were published well in advance. Please utilize the extra time to ensure your record is up to date. That includes faxing or mailing 31 August FITREPs to us so we can include them in your package.

If you ever wondered what bonus eligible meant or how one attained bonus eligible status, continue reading. At the IACSB, all current and former Commanding Officers who have at least one *observed* fitness report (regardless of duration) will be screened to be bonus eligible. 40% of the officers screened will attain bonus eligible status. The officers selected as bonus eligible on this board will be added to the list of bonus eligible Commanders from previous boards to form the pool from which CV XOs, CVN XOs, FRS COs, and LPH XOs are selected. Once an individual has attained bonus eligible status, the individual will remain in that status and eligible for the aforementioned jobs until he or she is promoted.

Speaking of nuclear power, the program continues to provide one of the most challenging and rewarding career paths available. If you will have an observed fitness report from your command tour by the time the board meets and are interested in the nuclear power pipeline, I recommend you make that interest known via a letter to the Board President (send to PERS-431). Please note that there is no requirement to notify the board of your intentions, and the absence of a letter will not affect your eligibility for selection. r

CDR Miller, PERS-431
Head, CDR Assignments
[e-mail p431@bupers.navy.mil](mailto:p431@bupers.navy.mil)

VF

With the completion of the FY98 LCDR Promotion Board let me take a moment to discuss some important lessons learned with regards to enhancing promotion opportunities from the prospective of your detailer. First and foremost, let me state that concerning promotions there is never a "sure thing". For promotions to LCDR and CDR, the Promotion Board will select the top 70% of the eligible Unrestricted Line Officers (URLs). Many factors are considered by the Promotion Board, the most important being sustained superior performance in a competitive billet. What is meant by that statement is that to enhance one's chances for promotion you need to show a continued upward trend, coupled with a breakout among your peer group if applicable, in a billet that is compared against other Unrestricted Line Officers of the same rank. Second, prior to any look for promotion you should always

order your microfiche and PSR to check for missing FITREPs, awards, and qualifications. Always assume that anything missing, especially FITREPs, will not be updated by the Bureau prior to the board. If this occurs, please notify your detailer ASAP and be prepared to mail/fax a copy of the missing document. This process of checking one's record is crucial since the only documents considered by the Promotion Board are an officer's microfiche, PSR, and any personally submitted items such as Letters of Recommendation and missing documents. In summary, the two most important things officers can do to enhance their chances for promotion are sustained superior performance and ensuring their record is up to date.

On a different subject, both the placement officer and I are presently negotiating orders for individuals who have PRDs in the Fall 97 to Spring 98 time frame. If you believe that you fall within this category and have yet to be contacted, please call me. Additionally, all Tomcat JOs

who have PRDs in FY97 should have received written orders by this time. If not, please notify me ASAP.

Speaking of negotiating orders, a question that I am consistently asked while on my detailing trips is "how are the choices for my next duty decided?" When considering billets to offer an officer, two important factors are taken into account: 1) what billets are available within the individual's time frame and, 2) how does that individual's record compare to his peer group. First, a valid billet consists of an unfilled position in a command which doesn't exceed its allocation as set by the Navy Manning Plan for Officers (NMPO). This means that if a command is allocated say 90% manning per NMPO, then as long as either a 1310 or 1320 can fill that billet without the command exceeding its authorized 90% manning level, then that billet is considered "valid." Where this applies to us is when an

Continued on Page 40

VFA

Top Five Reasons for Today's "Generation X" Officer to go to Japan:

1. No access problems with America On-Line.
2. You're not at work while the stock market is open-on line trading!
3. No problems with "Mad Cow" Disease and "Mad Fish" Disease still undiscovered.
4. Those early "Seinfeld" episodes you may have missed are just now showing on AFRTS.
5. You can't beat the gadget shopping in the Ginza district.

With the third Hornet squadron aboard CVW-5, 1 of every 8 Hornet

drivers serving in a fleet squadron is doing so in Japan. I encourage you to consider a tour on that other east coast (on Honshu) for the many unique experiences and benefits it can offer. I will gladly discuss my tour in Atsugi with you, or connect you via e-mail to the squadrons there now if you have questions on life in the Orient.

For post-department heads, the buzzwords "joint, JPME, or major staff" remain in vogue. This is the opportunity in the aviation career path to broaden your military and leadership experience, and achieve several milestones such as joint qualification. The demand for joint billets has significantly increased over the past year in all communities making the most desired joint billets extremely competitive. However, strike fighter expertise is

needed in a variety of joint commands providing you some job options. I will have seven total quotas at the various war colleges in FY98 for the most qualified officers available. Finally, with the F/A-18 E/F fleet introduction approaching, Hornet pilots will be required on major Navy staffs such as OPNAV and NAVAIR to provide critical fleet experience to this program and others.

Although the summer "selection board season" takes me away from the desk more often, please don't hesitate to call or e-mail—I will get back to you! I look forward to discussing your career and future orders. r

*LCDR Mike White, PERS-432F
e-mail p432f@bupers.navy.mil*

VAW/VRC

Greetings to the Fleet from the Hawkeye/Greyhound Team at the Bureau of Naval Personnel. In June there was a 'Changing of the Guard' on the Placement side of the hall as LCDR Jim "Sybil" Settele departed for the Marine Corps War College after two distinguished years as Placement Officer for VAW, VRC, and VQ. LCDR John "Condor" Andrews reported to the Bureau in early June to assume the duties as 433C. He is reporting from his Department Head Tour at VAW-123. A reminder from Placement is to please direct your calls to the detailer; Condor is busy with calls from the front offices.

Money, or lack thereof, has not only affected PCS dollars but has also impacted War College quotas. The VAW/VRC Community has 50 percent fewer Naval War College spots for fiscal year 1998 than it did for 1997. There is a possibility that more spots will become available in the future but for now VAW/VRC has three quotas for 1998. Competition for those three slots will be very competitive: post-Department Head Early Promotes with East and West representation. The good news is VAW/VRC has three Air Force War College quotas for the Summer of 1998. In addition, pre-Department Heads can get JPME Phase I credit for National Security Affairs Course at Naval Postgraduate School in Monterey, California. Another route to gaining JPME Phase I is through the Naval and Air Force War College's seminar/correspondence courses.

You can go to a joint tour prior to completing JPME Phase I. If you are willing to move, there presently are good joint jobs available for both pre- and post-Department Head LCDRs overseas and at the Strategic Command in Omaha, Nebraska.

A message released by CNO in May stated that the "Navy is experiencing a shortage of distributable officers." To remedy this, the Bureau has set detailing priorities. If your request for orders falls outside these priorities, it may be difficult to obtain the orders you want. The priorities that the Aviation Officer Junior Assignment shop is detailing to are deployable units, FRS, TRACOM, accession programs which include recruiting commands, NROTC and Naval Academy billets, and Joint jobs. Manning these billets is the top priority.

If you are a pilot and want to remain in the cockpit for your second sea tour, cross training between the E-2/C-2 is a viable option. The Providers of VRC-30 have been doing night carrier work and the Rawhides of VRC-40 may be doing so in the future. Talented E-2C Officers with night carrier experience are in demand. A Greyhound pilot who wants to meet the demanding challenge of all-weather and night carrier operations as well as gain a warfare specialty should consider a tour in an E-2C squadron. Junior officers who do tours in both E-2 and C-2 squadrons open up their options and become eligible for Department Head tours in either platform.

If you have any question on these or any other topics, please call me or drop me an e-mail. r

LCDR Chris Plummer, PERS-432E
e-mail p432e@bupers.navy.mil

VQ

Greetings from the land of the phone, computer, and no cockpit. Anyone have a spare flying machine, I'm starting to get the shakes. But the cavalry is on the way. LCDR Dan Doster will arrive in August and take over as the first ES-3, VQ Detailer. Dan is a 1320 who started his VQ career in EP-3s, transitioned, and just finished up his DH tour in VQ-6. Although Dan will be here I will not be able to completely pass the "forked tongue." I will move two desks away to the Shore Coordinator (Shore Slammer) job, representing the "needs of the Navy." Some of you are probably saying to yourself "yeh, that's not a stretch," or maybe your telling, or yelling this to everyone who will listen.

Navy War College slots were reduced Navy wide for FY98. This means they have become even more competitive than before. Other service war college slots remain the same. There is also a decrease in Training Command slots from last year. It doesn't take a crystal ball to see that some folks won't be getting flying orders who want them. This is a big change from last year where the problems seemed to focus on not getting your first choice of location or airframe rather than flying.

VQ had a representative on the LCDR Board and is scheduled to have one on the LT Board. Obviously, it is advantageous to have a community rep on any board. Speaking of promotion boards, it is not too early to order your microfiche and check your record for those of you up for a board next year. "Wink wink, nudge nudge, know what I mean, know what I mean". Check out the reference section on page 40.

See you in the fleet. r

LCDR Brad Steele, PERS-432U
e-mail p432u@bupers.navy.mil

Greetings from the Bureau. The statutory boards for CAPT, CDR, and LCDR have concluded and now the waiting begins. The route a selection list takes before it becomes a promotion list is thorough to say the least. First, the list must get out of BUPERS. While in BUPERS, it is reviewed for several items such as: promotion opportunity for females and minorities, criminal offenses, pending hot-line investigations, and the proper number selected as determined by law. From the Bureau it goes to the Chief of Naval Operations (CNO). Once out of the CNO's office the selection list goes to the Secretary of the Navy then to the Joint Chiefs of Staff (JCS) where it is reviewed for promotion opportunity of those individuals with joint qualifications. After JCS has reviewed the selection list, it is sent back to SECNAV and then on to the Office of the Secretary of Defense (OSD). Upon leaving OSD the selection list is released as an ALNAV. However, before it becomes a promotion list it must go to the White House, Senate Armed Services Committee (SASC) and the Senate for final confirmation. The routing process should take approximately three months but if it hits a snag anywhere along the way it could be longer. The end of the statutory boards marks the beginning of the administrative boards. The Aviation Major Screen Command board will be

held 23-27 June. The Aviation Command Screen Board is scheduled for 22 September and the Department Head Screen Board is scheduled for 18 October. Ensure your record is current.

This is my seventh *Perspective* article over the past 20 months and the billet situation has changed. VS-41 is healthy and competition to become an FRS instructor will be fierce over the next 18 months. The Training Command is also getting healthy. In fact, NFO billets at VT-86, VT-10, and VT-4 will also be very competitive. Pilots will still have the opportunity to fly with plenty of billets flying T-45s, A-4s, or T-2s. This means that for those of you getting ready to finish your first tour, there will be some opportunities to do other career broadening tours. These tours include: Postgraduate School, JCS Intern, Flag Lieutenant, and Washington, DC tours. Billets for post-Department Heads are changing too. VS war college quotas for FY98 have been reduced from nine to six. This includes all schools. Additionally, many commands are loaded with community representation while others have none. Commands over-represented are: JCS, SPACECOM, USACOM, and EUCOM. Under represented commands include: SOCOM, PACOM, CENTCOM, and OPNAV. Give me a call if you're interested in one of these commands or if you're within 12 months of rolling. r

LCDR Evan "Growler" Pirtitz, PERS-432S
e-mail p432s@bupers.navy.mil

Naval Postgraduate School

The FY97 Naval Postgraduate School slots are almost full. There are several openings left in Undersea Warfare, Information Warfare, Operational Logistics, Math, Chemistry and Aero Engineering Avionics curriculums for this September. If you are interested in starting your graduate education training this summer in Monterey, I have some money to move people. Now, do you have the professional record and desire to obtain your masters? Lets talk, call me.

It is never too early to start working orders to NPS for FY98. If you are interested in attending Monterey in January/March 1998, we should be talking now. I plan to slate people no later than 6 months prior and release orders 4 months prior to the start of the course study date. For those in-

terested in NSA, Computer Science, Financial Management, and Information Technology Management, expect the competition to be stiff. If you are playing for one of these curriculums ensure you give me a second and third choice.

War College

The number of Naval War College slots for FY98 have been substantially reduced. Sequentially, all aviation warfare communities will have fewer Navy slots available next year. Every community detailee is aware of the situation and is attempting to manage their way through it. This reduction in slots means that fewer sailors will attend war college. However, it is still important to obtain JPME-1 for career development and promotion. So what can you do to meet this

JPME-1 credit requirement in light of the current reduction in Navy resident seats?

- 1) Be willing to attend any US Service War College.
- 2) Attend a Foreign War College.
- 3) Instead of attending a resident program consider enrolling in the Navy seminar/ correspondence or Air Force Command and Staff College correspondence course.

The bottom line is be flexible and "keep your options open." In the end, there is only one requirement when it comes to JPME-1 credit--that you have it. How you get it or where you get it is not important. r

LT Reggie "Baggs" Baker, PERS-432J
Aviation Education/Subspecialty Mgmt
e-mail p432j@bupers.navy.mil

HELO (Shore)

When I was in the fleet, I always read this article looking for that ever elusive “pearl of wisdom” that was going to get me a better assignment. Now here I am writing the article, and still trying to find that pearl. Instead of a pearl, I thought I would try to give you my quick overview of how the detailing process should work.

First and foremost is communication with the detailer. There is nothing so frustrating to a detailer than to look on a person’s screen and see nothing, no duty preference card, no e-mail, and no calls. I don’t care how you get the information here—as they say “just do it.” Another thing to keep in mind, is that the earlier you get the information here the better. It should be here one year before your PRD. We can always fine tune it as we move down the process. One aside, before you send in your request, talk to some senior people in your squadron (Department Head, XO, CO) and get some ideas of where you want to go.

When a person contacts me, the first thing I am going to look at is their performance, based upon their competitive FITREPs. I refer to your performance as your “hand” that you bring to the detailing table. Your performance does several things; if it is really outstanding (multiple Early Promotes), it opens many options; if on the other hand, it is not so outstanding, it may close some options. Your performance may also dictate where you have to go for your career progression.

The other thing to realize is that there are 3 sides to your detailing triangle. The first, and most important to you, is obviously your desires. The second is ensuring your career is progressing in a manner that makes you competitive for selection to the next rank, and the third is the bottom line, more commonly referred to as the needs of the Navy. My job is to try to balance the three sides, and to help me do that for you. I need you to, 1) contact me early, 2) be open and upfront about where you want to go, and finally 3) bring the best possible performance record you can to the detailing table. I look forward to serving the finest group of naval aviators in the world. If I can help, give me a shout. r

LCDR Mike Coughlin, PERS-432Q
[e-mail p432q@bupers.navy.mil](mailto:p432q@bupers.navy.mil)

HELO (Sea)

The Disassociated Sea Tour. Most of the calls I get from you deal with this subject and your orders to just such a career enhancing assignment. One of the most frequently asked questions in a discussion about orders to a disassociated sea tour is “well don’t you have any flying jobs out there?” To be honest with you, I’d be concerned if you didn’t ask the question. But there are a few points that I’d like to make to those approaching this important career decision milestone:

- + The Navy has a need to assign aviators with fleet experience to amphibis, CVs, and afloat staffs. Your expertise is absolutely essential to maintaining the high state of readiness and safety required in the fleet.
- + While offering you an opportunity to bring your warfare expertise to the mission, the disassociated sea tour affords you the opportunity to gain qualifications (OOD, CDO, TAO, etc.) and experience in another warfare community.
- + IT’S CAREER ENHANCING. Remember, while you may love to fly, you are a naval officer first and foremost. Taking full advantage of the disassociated sea tour will contribute to your continued professional growth and prepare you for future assignments where stick and rudder skills are not a prerequisite (I hate to say it, but it’s true).

Think about what you want to do; send a preference card, e-mail, call or stop by if you are in the area. I look forward to hearing from you. r

LCDR Rudy Lupton, PERS-432H
[e-mail p432h@bupers.navy.mil](mailto:p432h@bupers.navy.mil)

VP

We had the opportunity to visit all the sites in the last couple of months and would like to thank everyone for all the support. Our time with the squadrons was well spent and extremely productive. It is always nice to be able to put a name with a face. A few highlights from the trips follow.

We do "try to say yes" at every opportunity. Please understand that there must be a valid billet to place you into. Unfortunately, there are more billets than available bodies at this time. Yes, there really is a detailing "triangle" and we need to weigh the needs of the Navy and your career needs also. Please communicate with us and avoid calling commands directly in search of your ideal set of orders. It will ease the frustration felt by all in the process.

As for the right shore tour after your first tour, our job is to try and keep you competitive for promotion and selection for Department Head. Performance is what matters not the job. Each of you are unique in your desires and we do try to give you the best possible advice that fits your situation. We try to meet your needs but you can help yourself by doing your homework to get those orders you want.

Overseas TSCs are *still* considered shore duty. This means LTs who are finishing their first sea tour are now eligible for these competitive, community jobs for shore duty as opposed to going there for a disassociated sea tour. This is a great opportunity for a JO to compete in a tough high visibility assignment and stay competitive within the community (*remember these jobs are a great opportunity to hone those VP skills*). r

LT Dave Smith, PERS-432P(VP Sea)
e-mail p432p@bupers.navy.mil

LT George Vassilakis, PERS-432I(VP Shore)
e-mail p432i@bupers.navy.mil

VAQ/VAM

Here I am again attempting to write another article two months in advance that will still be applicable by the time you get to read it. Maybe these "fork-tongued" detailer articles should come with their own "freshness date." My first article from November 1996 touted "think Whidbey" for all the JOs. Because the training command has done such a tremendous job of providing necessary numbers of CAT 1s, the opportunity for jobs outside of Whidbey for first tour officers has significantly increased (*born on date May 97*). Before you pack your bags, remember that some of the most career enhancing jobs for VAQ JOs are still right on Whidbey (FRS, ECWS, CVWP).

For rough planning, multiple competitive EPs (with "top three" rankings) normally "earn" you your choice of orders. As the community's finest, you will be strongly encouraged to highly competitive, career enhancing tours to keep you on the "fast track." But once all the cards are on the table, you can take your chances at "surviving" a 1/1 or NOB follow-on, for example. A single EP (depending on the numerical ranking and length of FITREP) may not be strong enough for you to enjoy the same options. "Must Promote" players must go to follow on tours where they will have the opportunity to enhance their records by breaking out above their peers in a competitive setting if they want to promote to LCDR. "Promotable" officers are vulnerable to "needs of the Navy," which often may not be particularly career-enhancing. If we're lucky, we can find one of the hard-fills, VAQ-specific or not, that appeals to the Promotable officer looking for orders—if we're lucky.

Current options for post-DH LCDRs to broaden your career are still excellent. War colleges and Joint billets are available to #1 department heads. Nominative billets at JCS are extremely tough to compete for, but are still the most career-enhancing. Although getting you a Joint job is easy, getting you a specifically desired Joint command or billet may not be possible, depending on what has been made available to aviation detailers at the time. Your best bet is still to get me your roll window and acceptable preferences as soon as possible. VAM/VAQ war college quotas (Navy, Air Force, and Army) have dropped from 12 in FY97 to seven in FY98: four Navy, two Air Force, and one Army. If interested in a war college, your record will be compared against all VAQ/VAM officers interested for the limited quotas, so please have some back up options ready. Remember, going to a tough job after your DH tour is the only way to continue to enhance your record prior to the CDR and command screen boards. NOB time is neutral.

In closing, congratulations to all of the VAM and VAQ officers selected to CAPT this year. Two "above-zone" and two "below-zone", as well as nine "in-zone" selectees. Although there were a few disappointments, overall community statistics were great. We are optimistically awaiting the results of the CDR board. The VAQ community continues to be one of the best communities for DH and command screen opportunity. Take care and fly safe. r

LCDR Brian "Hinks" Hinkley, PERS-432K
e-mail p432k@bupers.navy.mil

Restricted Line, Staff Corps, TAR

○ Engineering Duty {PERS-445}



WORLD WIDE WEB HOMEPAGES:

<http://web.nps.navy.mil/~edo>

<http://www.ncts.navy.mil/>

homepages/bupers/edo

CAPT DougRau – DSN 223-1231, (703) 693-1231

e-mail: p445@bupers.navy.mil

CDR Steve Petersen – DSN 223-1232, (703) 693-1232

e-mail: p445b@bupers.navy.mil

fax: DSN 223-1230; (703) 693-1230

tion for our move to Memphis next year. With only 2 detailers and close to 900 constituents, there is a lot of streamlining necessary and the use of our Web page will continue to increase as a method of reducing phone calls for “information.”

Lateral Transfers—Welcome Aboard!

Congratulations to the officers from the Surface, Submarine, and EOD Communities who were selected to become Engineering Duty Officers at the June 1997 Lateral Transfer Board. Competition was fierce among the 70 applicants and many factors impacted the selection process. While some of the factors were beyond the control of the individual officer (such as caps on the number of officers being allowed to leave the Surface Warfare Community), several prerequisites to selection remained constant. Those applicants who had attained warfare qualification, had a strong academic background in an engineering, math, or science field, and who were consistently top performers among their peers stood out in the selection process. For those who applied and were not selected, do not assume that your record was inferior—many qualified officers were not selected due to constraints in place from their parent community. If you would like some feedback on your application, or you are looking for an honest readout on your chances of joining the Navy's technical leaders, call CDR Steve Petersen. Application deadline for the October 1997 Lateral Transfer/Redesignation Board is early August so don't wait—call today!

New Detailers

CAPT Doug Rau and CDR Steve Petersen took over the detailing shop in July. There was no relief for the departed LCDR Tom Schauder, although CDR Steve Joseph will remain on board until 1 Oct, so the shop has practically completed its downsizing with the force. We are streamlining the operation in prepara-

Old Detailers

It's been great! See the Web page for CAPT Hickey and CDR Joseph's farewells.

Acquisition Professional Community Membership

The next APC Selection Board convenes in August. The cutoff for requesting to be screened by the board is mid-July, which is just around the corner. The EDO community has 30 CDRs and 150 LCDRs who need to become members. All who have their qualifications completed should submit their names in accordance with the ALNAV (copy to the ED Detailer) ASAP.

A reminder: record entry of completion of acquisition requirements for career field certification can be taken care of directly by your detailer. Just fax us the course completion certificate and we'll enter it into your electronic record.

ED Mission/ Vision/ Concept of Operations

ED Flag officers and CAPTs have worked for several months in developing new mission and vision statements for the community. In recognition of the new directions being taken by the Navy, and the role which EDOs expect to play in the Navy of the future, an EDO Concept of Operations was also developed. This CONOPS closely parallels the CNO's recently issued Navy Concept of Operations and is designed to show what EDOs do to support it. Check out the Web Page to read your new community vision, mission, and CONOPS. r

○ Aerospace Engineering & Maintenance Duty {PERS-446}

DSN 224-4869; commercial (703) 614-4869 fax: (703) 693-0163



AEDO History

The Aerospace Engineering Duty Officer Community (AEDO) has a long and distinguished history. Today AEDOs are involved in all aspects of aerospace systems acquisition including: Research Development Test and Engineering (RDT&E), program management, logistical support, production, maintenance & overhaul, and operational support for both air and space based systems. AEDOs are a small, highly-specialized community of 350 officers from the aviation community. Over 95% have advanced degrees or have graduated from the Naval Test Pilot School. There are currently six active AEDO astronauts serving with NASA. The competition for lateral transfer to the AED community is fierce. The last two lateral transfer boards had 107 and 101 applicants for 16 and 14 slots respectively. Selection criteria is based on: education, operational experience, and performance with performance having the highest weighting.

To be competitive applicants must be from the aviation community and should have a masters degree in engineering or the physical sciences. Graduation from the Naval Test Pilot School is considered equivalent to a technical masters. They should also have four years of sea duty with significant operational experience. And above all else, applicants must have demonstrated superior performance throughout their careers.

Once selected, officers are redesignated from the Unrestricted Line (URL) to the Restricted Line (RL)

community. This makes them ineligible for command at sea. They are then sent to billets involving aerospace acquisition or to the Naval Postgraduate School in Monterey, CA to earn a master's degree. There are career options for AEDOs involving all the aspects of aerospace systems acquisition mentioned above. Most AEDO billets are at the Naval Air Systems Command at NAS Patuxent River. Here AEDOs work primarily in program management offices that direct acquisitions of naval aircraft and weapons systems from concept inception to program termination. They are responsible for billions of dollars in RDT&E and procurement, interfacing with the Assistant Secretary of the Navy for Research Development and Acquisition (ASN(RDA)), defense contractors, Congress, and other services. They manage the business of acquisition.

AEDOs also work in RDT&E at the Naval Air Warfare Centers in Patuxent River, Maryland and China Lake, California serving as project managers and test pilots. There are also RDT&E jobs at the Navy's operational test squadrons at NAS Point Mugu, NAS China Lake, and NAS Patuxent River, and at the Office of Naval Research, the Defense Advanced Research Projects Agency (DARPA), and the Naval Research Lab. They help develop new weapons systems and ensure fielded systems perform as required.

Manufacturing and production of new aircraft, space vehicles, and weapons systems as well as modification and overhaul of existing platforms are other areas where AEDOs

figure predominately. At Naval Aviation Depots, AEDOs supervise thousands of civilian workers and managers, millions of dollars in budget and have responsibility for fleet aircraft modifications and depot level maintenance. They also perform post maintenance check flights on modified aircraft. At Defense Contract Management Commands, AEDOs work at contractor production facilities and are responsible for contract oversight of major aircraft and weapons systems including program integration between the Navy and the contractor. Here also they perform flying duties by conducting acceptance test flights on aircraft prior to delivery. They ensure fleet readiness and modernization.

Lastly, AEDOs work in the area of operational support. They work on the staffs of COMNAVAIRLANT, and COMNAVAIRPAC and other fleet positions. Working in systems engineering and logistical support, they are responsible for fleet readiness and support of deployed units. They keep the fleet ready to fight.

The bottom line of the Aerospace Engineering Duty Officer community is to ensure that our Navy has the best weapons systems in the world and that they are ready and available when needed. They have served this need admirably over the past 60 years and will continue to do so in the future. r

AMDO

The Aerospace Maintenance Duty Officer (1520) provides unique contributions to the logistics support of naval aviation weapons systems. No other officer community is completely dedicated to "cradle-to-grave", cost effective logistics support of aviation weapons. No other community has an officer pool which benefits from a carefully managed career sea-shore rotation pattern with increasingly responsible leadership positions in organizational, intermediate, and depot level maintenance activities, as well as both junior officer and senior officer billets at NAVAIR Headquarters, NAVAIR field activities, and Defense Logistics Agency sites.

First and foremost, the 1520 exists to meet the operational maintenance management challenge. The years spent in the fleet provide understanding of the customer's support requirements and the supplier's constraints. AMD officers are positioned perfectly to infuse fleet requirements into the development and procurement of logistics end items and support services. It is the AMD officer's ability to bring the maintenance realities in the fleet to the table during product development that makes the 1520 community an invaluable part of the Naval Aviation team.

Entry into the 1520 community is by direct accession (USNA, ROTC, OCS) or lateral transfer as a junior officer. For more information contact LCDR Mike Disano, AMDO Community Manager, DSN 664-1680 x2181, commercial (703) 604-1680 x2181, or e-mail: disanomd.nimitz@navair.navy.mil or CDR John Boyce, AMDO Assignments Officer, DSN 224-4869, commercial (703) 614-6879. E-mail: p446c@bupers.navy.mil

○ METOC {PERS-449}

**DSN 224-0520/1 commercial;
(703) 614-0520/1 fax: (703) 695-9925
e-mail p449@bupers.navy.mil**

New CAPT Selectees

Congratulations to our three CAPT selectees! There were 6 records in the primary zone this year (FY98 board). Based on the latest end strength forecast and planned retirements, the FY99 CAPT primary zone should be 8 (8 pick 4). If you ask yourself "How can I give myself the best possible shot at promotion or command?" recall the words of RADM Gaffney-- "Seek out the tough jobs, aggressively hone leadership skills, develop a well rounded knowledge base, know and meet the needs of the war fighter, be aggressive, be proactive, sustained superior performance".

Board Results

Many also are asking why it takes so long to release board results. If you go back to the Jan/Feb 1997 issue of *Perspective*, the board results review process is outlined on page 16. There are many steps in the process and each step takes a good deal of time to complete. I continue to pass on your comments through my chain of command--and my bosses are listening. I too hope that we can expedite the process.

Detailing Trips

Having completed great trips to EUCOM, Rota, and Norfolk we're turning our sights westward. Plan on a San Diego-Monterey visit in the November 1997 time frame, followed by the annual WESTPAC trip in early 1998. Our emphasis on bringing spouses to the community briefing and/or personal interview has been very successful. PCS moves affect the whole family - your spouse should know how we do the detailing and be afforded the opportunity to ask any questions he/she may have. BUPERS is still planning a one way trip to Millington, Tennessee in mid-1998. LCDR Stewart (PERS-449B) will serve one year in Millington as will my relief (unnamed at this time). If Millington (Memphis) is out of the way for you but DC is not, we'll be here for another 12 months. Plan accordingly and stop in for a visit--you are not bothering us--it is our job to help you plan your career!

PCS Funding Shortfall

We are planning to delay nearly 30 moves into FY98 at this time. BUPERS is working hard to relieve the shortfall, but the success of such efforts is too difficult to predict. In the case that money does break loose, however, and you have been extended into FY98 but can execute a move in FY97--let us know. We are building our contingency plan now should additional FY97 PCS money be forthcoming.

War College Quotas

Due to funding constraints, Naval War College quotas were reduced by 56 billets for the August 1997 class. As part of a fair share reduction among communities, METOC lost 2 of 4 billets for FY97. We have asked for 4 quotas in FY98 (two senior class, two junior class) but we may be cut again. If NWC is in your plans, give us a call for the latest information.

METOC Hot Fill Billets

<u>Command</u>	<u>Rank</u>	<u>Billet</u>
NIMA (formerly DMA)	CDR	Requirements Officer (Great Job!)
NIMA	LCDR	Special Nautical Products
NIMA	LT	Navy Support Team
CNMOC	LT	Flag Lieutenant
CNMOC	CDR	Fleet Systems
CNMOC	CDR	Tactical Applications
NPMOC Pearl Harbor	LCDR	CDO
NEMOC Rota	LT	CDO
NPMOC West Guam	LT	TDO r

○ Cryptology {PERS-4410}



DSN 224-3402

commercial (703) 614-3402;

fax: (703) 697-0992

record. The Jan-Feb 1997 issue of *Perspective* contains a complete tutorial on the selection board process, officer records and your responsibilities—this issue is a “must read” for all officers. Bottom line: the completeness of your record is your responsibility. Call your detailer if you have any questions.

Preparation for Selection Boards

The most recent round of promotion selection boards again illustrated the critical importance of ensuring your BUPERS record is accurate and up-to-date. Incredible as it may seem, a large percentage of officers in zone for promotion failed to check their microfiche record, and Performance Summary Report (PSR). As a result, their records were incomplete. In the case of missing fitness reports, eleventh hour messages and calls from BUPERS, followed by quick reaction from commands and individuals, ensured missing fitness reports were provided to the board. Other items such as photographs, awards or designation letters are not normally considered material to the board's deliberations, and therefore the individual is solely responsible for ensuring they are contained in their

Obligated Service

All of us incur obligated service at different times throughout our careers, e.g., promotion, change of designator, USNA/NROTC/postgraduate education, PCS orders, tuition assistance, etc. As a guiding principle, it is expected that obligated service will be paid back prior to resignation or retirement. Therefore, when planning a separation date, you must factor in your obligated service termination date. Call your detailer if you have any questions.

Flag Officer Joint Requirement

Promotion to O7 requires completion of a Joint Duty Assignment (JDA). Designation as a “JS5” without actual completion of a JDA O4/O5/O6 assignment does not fulfill the JDA requirement. In the past, a waiver from the JDA requirement was somewhat routine, but will no longer be available after 1 Jan 99. Officers aspiring to Flag rank must now include a JDA tour in their career planning. Call your detailer if you have any questions. r

○ Public Affairs {PERS-448}



DSN 224-2708; (703) 614-2708
fax: (703) 614-5186

Public Affairs Today

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to fully inform Navy people on the issues affecting their careers and families.

Public Affairs Officers are assigned all over the world. Many serve on large staffs, such as a fleet commander-in-chief, or as the PAO for a large naval base or station. The billets are located afloat and ashore—aircraft carriers, type commands, numbered fleets, major shore commands, headquarters activities and joint staffs.

Lateral Transfer Opportunity

The Public Affairs community is looking for high quality naval officers who want to be at the front line of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you. Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board meets 14 October with applications due by 14 August. Application guidelines can be found in MILPERSMAN 1020150. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. You can reach the PAO detailers, CDR Paul Weishaupt or LCDR Kelly Merrell at DSN 224-2708 (703) 614-2708, or e-mail LCDR Merrell at p448b@bupers.navy.mil

○ Intelligence {PERS-4411}



DSN 224-3072/3; (703) 614-3072/3
fax: (703) 614-2198

Experience with recent promotion boards highlights the requirement for officers to review their records. As a minimum, officers who are one year from their in-zone look for promotion should order their PSR and microfiche. The Jan-Feb issue of *Perspective* describes how to order and review these documents. Officer photos should be current with your present rank. BUPERS stands ready to assist officers in updating their records.

Interested in serving on a promotion board? Opportunities exist for those interested in serving as projectionists or recorders on promotion boards for all ranks. This is a great opportunity to gain first hand experience with a process that affects us all. If interested, please contact LCDR Becky Roberts, ONI-15, (301) 669-4535.

Senior Officer Billets

Please contact CAPT Thomas if you are interested in any of these assignments:

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
CDR	COMUSJAPAN	Yokota	9710
CDR	COMUSFORKOREA	Seoul	9802
LCDR	COMNAVFORKOREA	Chinhae	9710
LCDR	USCINCCENT	Riyadh	9805
LCDR	DHS Bahrain	Bahrain	ASAP
LCDR	STRATCOM	Omaha	9801

Junior Officer Billets

Please contact LCDR Kohler if you are interested in any of these assignments:

<u>Rank</u>	<u>Billet</u>	<u>Location</u>	<u>Fill Date</u>
LT	COMUSNAVCENT	Bahrain	9803
LT	COMPHIBGRU ONE	Okinawa	9802
LT	DHS Seoul	Seoul	9806
LT	JICPAC	Hawaii	9710
LT	Mine Countermeas. Squadron One	Ingleside, TX	9804
LT	NCIS Bahrain	Bahrain	ASAP
LT	COMNAVFORJAPAN	Yokosuka	9803

Leaving Active Duty?

Continue your naval career with the Naval Reserve Intelligence Command. With over 100 units in 27 states, there's probably one near where you plan to live. Contact the Reserve Intelligence Program Officer (RIPO) where you will be locating or CDR Steve Workman, TAR Detailer, at DSN 224-3072, commercial (703) 614-3072. r

O Supply Corps {PERS-4412}



DSN 224-3471; (703) 614-3471
fax (703) 614-8477

Changes in the Detailer Shop

Please note the changes in the detailer shop which are listed in the BUPERS Directory, page 38. To send e-mail to your detailer, please use the following format:

(Format) rank_first_last@navsup.navy.mil

(Example) lcdr_drew_morgan@navsup.navy.mil

Overseas Assignment Opportunities

Overseas tours of duty are often challenging, offering a chance to travel, as well as a crucial building block of a Supply Officer's career path. There are a number of overseas tours rolling in 1998... the following LCDR assignments are available:

<u>Command</u>	<u>Location</u>	<u>Billet</u>	<u>Fill Date</u>
COMFLETACTION	Sasebo	Supply Officer	9802
NRCC	Naples	XO Contracting	9806
COMUSJAPAN*	Yokota	Supply Officer	9807
COMCEDEFOR*	Keflavik	Logistics	9808
USCINCEUR*	Stuttgart	Fuels/Plans	9808
AFTG WestPac	Yokosuka	Supply Officer	9808

* Joint Duty

If you are a LT, LTJG, or LDO looking for a unique and rewarding overseas experience ... there will be several opportunities available during FY98 in Europe, the Middle East, and the Western Pacific.

Attention LTs, LTJGs, and LDOs

We have several career-enhancing billets (Stock Control, Stores, Aviation Stores) available in FY98 on large deck platforms (CV/CVN, LHA, LPH, T-AFS, AS,

AOE) on both coasts and forward deployed overseas. These billets are professionally challenging, provide an opportunity to earn a second warfare pin, and are strong additions to any Supply Officer's resume.

CDR Sea Board

FY98 Supply Corps Commander Sea Board will convene 6 October. The sea board will be selecting from Promotion Year Groups 96, 97, and 98. It is not too early to ensure your record is current. For service record maintenance questions contact the Supply Corps Career Counselor, LCDR Tim Colyer (PERS-4412Q), at DSN 225-6308, (703) 695-6308, or e-mail: lcdr_tim_colyer@navsup.navy.mil. Letters to the President of the Sea Board should expand or provide information not readily apparent to the board when a record is reviewed. All letters and/or record material should be received in the Bureau no later than 3 October and addressed to:

President - FY98 Supply Corps Commander Sea Board
Bureau of Naval Personnel (PERS-4412)
2 Navy Annex, Room 2501
Washington, D.C. 20370-20370
fax: (703) 614-8477

Eligible CDRs should submit a copy of their August 1997 fitness report. Copies can be faxed directly to the Career Counselor for inclusion in your record.

Intern Program

Junior officers completing their initial sea tour and seeking a fast-track career enhancing tour should look towards the Supply Corps Intern programs: Navy Acquisition Contracting Officer (NACO); Navy Petroleum Officer Trainee (POL); Business/Financial Management (BFM); and Integrated Logistics Support (ILS).

Each program offers a two-year tour combining experience and formal training... and an excellent opportunity for junior officers to explore major policy arenas. These programs complement initial fleet experience and provide an experience subspecialty code (S code). NACO, BFM, and ILS interns also earn DAWIA Level II certification.

The next administrative screening board will be held this October. Interested officers must submit a written request endorsed by their commanding officer by 30 September. Copies of recent fitness reports, personal awards and warfare qualifications should also be included if not already a part of your official

record. Primary selection criteria are outstanding performance and warfare qualification. Participation in an intern program incurs a two-year obligation upon program completion. *It's Your Career* provides additional information. Please feel free to contact LT Frank Futcher, SUP OP32D, at DSN 224-3471 or (703) 614-3471.

○ CEC {PERS-4413}
DSN 224-3635;
commercial (703) 614-3635;
fax: (703) 695-7639



The New OP Homepage

The Supply Corps Detailers and Officer Community Managers are now online. Log on to www.navy.mil/homepages/pers4/pers44/pers4412/index and talk to your detailer or get the latest Supply Corps news. r

Welcome to CAPT Jack Surash as the Head CEC Detailer (PERS-4413). He is reporting in from a tour as Commanding Officer of NMCB SEVEN. We wish CAPT Guy Mehula well as he reports as Commander, Thirtieth Naval Construction Regiment in Pearl Harbor, Hawaii. Aloha!

PCS Funding

The entire Navy is feeling the impacts of reduced PCS budgets this year. On an annual basis, the CEC has approximately 390 officers which we have to move. In FY97, we are funded for just over 300 moves. This means that your planned summer move may be pushed back to the next fiscal year. The detail office is very focused on ensuring that your career needs are met while working within the budget. You may be asked to consider a split tour in your area to get the needed depth of experience. Moving out of the area after only two years is nearly non-existent in most situations. Your detailer can provide additional career guidance for your particular circumstances.

Graduate School Slating and Selection Process

Our goal is that 100% of our career CEC officers will receive graduate degrees. Most of these degrees will be in a technical field such as construction management, environmental engineering, ocean engineering or mechanical engineering. These degrees will be earned at a civilian institution. The degree programs are full-time and are typically 12 months in duration. One or two CEC officers are also sent to Naval Postgraduate School, Monterey, CA, for a financial management degree each year.

Each year after the LT board reports out, all officers who are selected for LT as well as officers who have not previously screened, are reviewed by a graduate school screening board for selection to attend graduate school. The primary selection criteria considered by the board is professional performance. All officers selected by the screening board will be notified in writing and will receive a CEC Graduate Education Handbook for future planning.

Officers selected for graduate school will be placed into a "bank." In early summer, LCDR Stratman, the LT detailer, will use this bank to prepare an annual slate of officers projected for graduate school during the following year. Degree and school choices will be discussed with the slated officers.

After graduate school, an officer can expect to be detailed to a "P-coded" billet within two tours. A P-coded billet requires the subspecialty code that was earned with the graduate degree. The NAVFAC P-1 identifies the billets that are P-coded.

Controlled Enrollment Schools

If funding allows, one or two CEC officers will be selected to attend either Stanford University or Massachusetts Institute of Technology for their graduate degree. The CEC Graduate Education Handbook details the application procedure. Applications are due by 1 November 1997 for school starting the next academic year. r

○ Chaplain Corps {PERS-4414}

DSN 225-4415;
commercial (703) 695-4415
fax (703) 614-4725



November '97 Indefinite Active Duty Extension

Active duty chaplains desiring to remain on active duty beyond their first tour Obligated Service Agreement (OSA) must request indefinite active duty extension. Guidance for extension request is referenced MILPERSMAN 1010150. Active duty chaplains with an OSA 1 APR 98-30 SEP 98 must submit paperwork to the Chief of Chaplains (PERS 4414). This paperwork includes your request, your Commanding Officer endorsement and an updated ecclesiastical endorsement. The request for indefinite extension must be received NLT 31 OCT 97. Chaplains not requesting indefinite active duty extension

○ Medical {PERS-4415}

Medical Corps: (703) 695-7960
MSC: (703) 695-9004/5/7
Dental Corps: (703) 695-9100
Nurse Corps: (703) 695-7703
Medical Placement: (703) 695-5837



Medical Corps

Medical Corps (MC) Critical Fills. Several outstanding leadership opportunities exist for qualified Medical Corps Officers. These assignments are challenging, and they are available for fill now. Do not miss the opportunity.

<u>Command</u>	<u>Rank</u>	<u>Billet</u>
Fleet Surgical Team 7 (Japan)	CAPT/CDR	CATF Surgeon/OIC
BUMED	CAPT	Director, Surf. Medicine
Joint Medical Readiness Trng CMD (JMRTC), San Antonio	CAPT	Commander

Contact CAPT Golembieski at (703) 695-7960 or e-mail p4415m@bupers.navy.mil regarding these opportunities. r

must submit to PERS-4414 a request for release from active duty (MILPERSMAN 3820150 refers).

TERA Update

While TERA is authorized in law through FY99, it is not funded for FY98 or FY99. Questions regarding the offering of continuation on active duty to twice failed to select (FOS) LCDRs should be directed to NO972T, HD COMMUNITY MGMT BRANCH, DSN: 224-4624.

Record Review

Effective immediately and upon written request, PERS-4414 will provide a record review only to officers who have once failed to select (FOS) to LCDR.

Personnel Change

We welcome aboard CDR Frederic F. Elkin aboard July 97. Chaplain Elkin is coming from SUBASE, KINGS BAY GA and relieves Chaplain Lesa D. Cheatham as HD, Inventory Systems Branch. LCDR Cheatham detaches for postgraduate school Duke University, Durham, NC. We wish her fair winds and following seas. r



Medical Service Corps

MSC Career Path. As detailers, we are often asked for advice regarding a typical career pathway for successful Medical Service Corps officers. At times junior MSCs have expressed concern when they perceive that they are not following the same career path as a successful mentor. With over 40 subspecialties within the Medical Service Corps, it is impossible to identify specific career pathways that meet the needs of all MSC officers. The career path for a health care administrator will be very different than that of the clinician or the researcher. In addition, MSC officers within the same subspecialty have often taken significantly different pathways in attaining leadership within our corps.

As we assign Medical Service Corps officers, we are looking toward assignment to a variety of positions of increased responsibility which will give each officer optimal opportunity for promotion. Success comes through a combination of experience, education, and professionalism. An officer's consistent successful performance within a variety of assignments will increase the probability of promotion within the diverse structure of the Medical Service Corps.

Record Preparation for Boards. Naval officers are often reminded of the importance of preparing their records for Promotion Boards. In addition, equal effort should be made in preparing the record for a DUINS Board or Transfer Redesignation Board. Your record will be scrutinized in a manner similar to a promotion board. Therefore, ensuring that the Performance Summary Record (PSR) and microfiche contain current and accurate information is essential.

Check your records at least 6 months in advance of the board. This will give you time to submit corrected information and follow-up to ensure that corrections are made part of your record which will be reviewed by the board. The January-February 1997 issue of *Perspective* magazine discusses maintenance of your record in preparation for boards. If you have questions, contact your detailer for assistance.

New Fax Number. We now have a new fax number within Medical Service Corps Assignments. Our new number is (703) 693-1236. r



Dental Corps

Determining Retirement Dates. In planning your Navy career and your future in general, knowing how much longer you will be able to stay on active duty is critical. I have found that many of our senior officers really don't know when they will have to retire. In general terms, a CAPT can serve 30 years of commissioned service, DOPMA CDRs 28 years, and pre-DOPMA CDRs 26 years. However, in some cases, you may receive more or possibly less credit for commissioned service. I have seen CAPTs who are eligible to stay on active duty from as few as 26 to as long as 31 years as a commissioned officer. The key is your service year.

As regular officers on active duty in DEC 1982, dental officers were given a service year credit as per NAVMILPERSCOMNOTE 1821. If you augmented after that time, the retirement section at BUPERS (PERS-27) has determined your service year. Your service year can be found in block item 17 on your Officer Data Card. To determine statutory retirement, add your service year to the number of years you will be able to stay on active duty and go to 01 JUL. For example, a CAPT with a service year of 72 would add 30 and go to 1 JUL. This scenario gives you a mandatory retirement date of 01 JUL 2002.

LCDR Continuation. A LCDR in a two times, or more, failure to select status is handled differently. In order to stay on active duty long enough to be retirement eligible, you must first be accepted for continuation.

This means, as a regular officer, you will automatically be reviewed by a continuation board. However, if you are a reserve officer, you must request to be screened for continuation. In either case, once approved, you will be provided a letter which you must sign to officially accept continuation. If you turn down continuation, it is a statutory (legal) requirement that you be released from active duty no later than six months from the date of your promotion board. Assuming that you accept continuation and are allowed to continue on active duty in a failed to select status, you will be given the opportunity to complete 20 years of active duty—not 20 years of commissioned service.

Bottom line is that we are all responsible for our records. So it is critical that all officers, who are approaching 20 years of active duty, recognize how much time they have left and take the appropriate action to protect their retirement benefits. If you have any questions, give your detailer or PERS-27 a call.

New Head Dental Corps Detailer. As of June, CAPT Peter Seder has relieved CAPT James Arthur as Head, Dental Corps Assignments Branch (PERS-4415G). r



Nurse Corps

White House Medical Unit Staff Nurse. One Navy Nurse Corps White House assignment will be available in Summer 1998. Applicants should have a PRD in FY98. Officers who are interested and qualified should contact their detailer.

The mission of the White House Medical Unit is to provide comprehensive health care to the President and Vice President of the United States, and their families. The six (6) staff nurses provide primary health care to military personnel assigned to the White House and emergency care to members of the Cabinet, White House staff, and Secret Service. White House nurses travel in advance of Presidential trips to coordinate medical contingency plans with regional and foreign hospitals and may be required to provide routine to critical care nursing care under a variety of conditions anywhere in the world. They staff the clinic on the White House compound and provide nursing care coverage during Presidential events both on and off the compound. Nurses wear civilian attire and are responsible for the expense of their wardrobe. Selection criteria for nomination include:

- LT/ junior LCDR; at least six (6) years on active duty
- Strong clinical skills in critical care and/or emergency nursing with **at least two (2) years of recent experience**; ACLS certified

- Ambulatory care experience is highly beneficial
- Military/professional nursing record of sustained excellence
- Proven, outstanding interpersonal skills
- A non-smoker who meets physical readiness test standards, including height/weight requirements
- Have excellent physical health and stamina
- Able to pass crewmember flight physical
- Able to travel extensively on short notice
- Previous interviewees need not reapply. (White House request)

Applications are due in to the Nurse Corps Assignments office at the Bureau of Naval Personnel (PERS-4415K) by 03 November 1997. Applications are to include the following: curriculum vitae, motivational statement, command endorsement, full-length service photo in summer khaki uniform, and a completed unsigned DD398. (Nominees will need to bring completed unsigned DD398 to the interview.) r

○ JAG Corps {PERS-4416}

DSN 221-9830; (703) 325-9830;
fax: (703) 325-7429



Three New JAGC Detailers Report This Summer

CAPT Rick Stevens filled the "Head" JAGC Detailer Billet vacated by CAPT Wes Burnett in May. CAPT Stevens reported for duty from CINCPACFLT. CDR Jim Crawford will relieve CDR Denny Bengtson as the Senior Officer Detailer in June. CDR Crawford's previous assignment was as Assistant Director for Naval Warfare and Professor of International Law, Naval War College, Newport. LCDR Eric Price will relieve LCDR Jeff Luster as the Accessions Detailer in July. LCDR Price will report from Appellate Defense Division, NAMARA. LCDR Jeff Luster, the Accessions Detailer, will relieve LCDR Cathy Knowles as the LT/LDO Detailer in July.

Change to Requirement for Judge Advocates to Submit Annual Proof of Good Standing

Although this has been previously published, it bears repeating in light of the new slating season which is about to begin. On 30 May 1996, the JAG signed change transmittal three to JAGINST 5803.1A on Professional Conduct of JAGs. The change eliminates the requirement for annual proof of good standing to

be submitted by each judge advocate to OJAG Code 61. The revised rule maintains the existing requirement that Navy and Marine Corps judge advocates must remain in good standing with an appropriate professional licensing authority. It requires judge advocates to report immediately any disciplinary or disbarment action or loss or suspension of good standing. **It eliminates the current requirement to submit documentation annually.** The revised rule authorizes supervisory judge advocates to require subordinate judge advocates to demonstrate that they are in compliance with the requirement. Finally, the revised rule makes failure to comply with its basic requirements, by those persons subject to the UCMJ, punitive under the UCMJ, as well as loss of Article 26 or 27(b) certification, or administrative sanctions, or processing.

The licensing authority granting the certification or privilege to practice law within the jurisdiction generally defines the phrase "in good standing." At a minimum it means that the individual is not suspended or disbarred from the practice of law within the jurisdiction; has met applicable continuing legal education requirements which the jurisdiction has imposed (or cognizant authorities within the jurisdiction have waived those requirements in the case of the individual); and has met such other requirements as the cognizant authority has set to remain eligible to practice law. An individual may be considered "inactive" as to the practice of law within a particular jurisdiction and still be considered in good standing for purposes of this instruction *unless* the licensing jurisdiction has specifically imposed the requirement for an active status as a condition to be "in good standing."

An essential time to verify that a judge advocate is currently in good standing is upon his or her accession. Another appropriate time is in connection with new orders. *Officers looking for orders in FY98 should ensure that they provide OJAG Code 61 with proof that they are in good standing through some date in FY98, such as the first date of the FY, 1 October 1997.*

FY98 Slating Process

All LCDRs and above at PRD who have not submitted their preferences for the FY98 slate should contact their detailer. A proposed slate is being prepared for the JAG and DJAG. r

Voice mail box extensions:

CAPT Stevens - x 6101	LCDR Luster - x 6103
CDR Crawford - x 6102	LCDR Price - x 6109
LCDR Tuider - x 6107	

○ TAR {PERS-4417}

DSN 224-8386/7/8

commercial (703) 614-8386/7/8

fax: (703) 614-4047

Aviation

The TAR aviation Officer in Charge board convened this past May. Congratulations to those officers selected for OIC. Once again, the competition was very keen and the best of the best were selected. As in every selection board, sustained superior performance was the key to success.

The CAPT board results finally were released and if you look at the career path of those officers selected, you will see that many of them **took the hard staff jobs** after their RESFORON tours. I cannot over-emphasize the importance of a major staff tour in a TAR officer's career. Not only is it instrumental in being promoted to CAPT but also for Aviation CAPT Command.

Speaking of major staffs--the BUPERS move to Memphis is just a year away. So don't forget to update your preference cards and let us know what Bureau jobs you are interested in.

TAR Aviation Transfer/Redesignation Board Process

Many questions get generated on the exact process we follow for selecting new TAR aviators. Quotas are based on a fiscal year officer accession plan, which is promulgated by the Naval Reserve Plans Division (PERS-92). This plan is year group, designator, and community specific.

Certain active duty shortages result in accessions being capped in selected year groups and communities. Boards are currently held twice a year in January and June. The January board selects the bulk of the FY accessions, with the June board used to close out the accession quota plan.

NAVADMINs are used to announce the convening of the boards as well as to provide all eligibility requirements. Standard selection board processes are used for screening accessions. This makes it important for applicants to review and update their microfiche, PSR, and ODC for completeness. Performance is the key to selection.

NFOs normally will only be accessed into current warfare specialties. Pilots eligibility for specific aviation

communities will first be based on the applicants' primary warfare specialty. VR transition will only be available after primary community quotas are filled or for pilots in non-Reserve warfare specialties. Board results will be promulgated by message and will specifically identify communities for which officers are selected. **Lateral Community Transfers after the board will not be accepted.**

TAR officer acceptance letters will be sent out immediately after the board. The detailing process will begin after signed letters are received. Officers availability for detailing will be based on PRD or one year from board results, which ever is shorter. r

Surface

Surface LCDR Command/XO Screening Board.

The FY98 LCDR Command/XO Screening Board statistics for TAR officers were as follows:

<u>Look</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>Total</u>
1117	3/13	3/10	6/15	12/38
1147	1/3	2/2	0/1	3/6
				15/44

Congratulations and well done to all selectees! Please ensure an updated duty preference card is on file for your future slating.

Ashore Opportunities. We have included an abundance of information in recent *Perspective* articles on at-sea assignments and keys to screening for at-sea billets, etc. As of this writing, 24% (131/554) of Surface TAR officers are serving in Sea/Overseas sea billets. Conversely, 76% (423/554) are serving in shore billets in and OCONUS. This article focuses on those Reserve Management shore assignments available to surface TAR officers.

The TAR officer professional development path requires Reserve Center (RESCEN) command as a junior LCDR. Presently the community has approximately 170 RESCENs with officers in grades of LCDR, CDR and CAPT. Designated pay grades are based on the SELRES drilling population in each center: a drill population of less than 500, LCDR; 500-1000, CDR; and more than 1000 SELRES, senior CDR, or CAPT TAR officers will be in command. Further, as a general rule, executive officers and training officers (LCDR/LT) are staffed at RESCENs where the SELRES drill population exceeds 500. The RESCEN command experience is the "bread and butter" tour in our community.

Having had RESCEN command as a junior officer, the next shore career milestone to consider is a Ma-

major Staff or Reserve Coordinator or Reserve Cognizant Officer (RCOG) assignment. RCOG billets are located on most major USN staffs as follows: in Norfolk; USACOM, SACLANT, SURFLANT, SUBLANT, TRALANT, SPECWARCOM, and IUWG-2 billets. Pacific assignments include SURFPAC, SUBPAC, TRAPAC, SPECWARGRU, SPECWARCOM, and IUWG-1. Overseas opportunities as an RCOG include assignment to Bahrain, Italy (6th Flt), Great Britain, Germany, Panama, Hawaii, Guam, South Korea, and Japan (7th Flt). Reserve major staff billets in Washington, DC--(OPNAV(N85R/86R and N095), JCS, OSD); New Orleans, LA--(CNRF, CNSRF, NRPC, NRISO, NSA and NRPDC); and soon to be Millington, TN--(PERS-2, PERS-7, PERS-8, PERS-9, PERS-10, PERS-4417) offer an officer the opportunity to gain a major staff perspective and experience.

○ Fleet Support {PERS-4419}

DSN 224-3515;

Commercial (703) 614-3515

fax: (703) 614-4047

NPS Selectees. Congratulations to those officers who were selected to attend Naval Postgraduate School in FY98. With the ever increasing demand for a relatively small number of NPS quotas, the formal process for determining selectees is an important step in the distribution of quotas. The Fleet Support NPS board considered the following:

- a. Performance and potential for continued service;
- b. Expertise development complementary to the officer's background/core competency;
- c. Career timing with respect to expected promotion and screening board dates;
- d. The officer's PRD;
- e. The officer's APC relative to curriculum requirements.

Community evolution. The 1700 community continues to evolve based on specific needs of our changing Navy. Further definition of career milestones is underway as Tiger Teams focus on career goals, skill requirements and education/experience expectations. Expertise development remains central as we concentrate on identifying and integrating the experiences,

Additionally, eight officer billets including the Readiness Commander/Deputy and Supply Officer are assigned throughout the country at our ten (10) Readiness Commands. While the above listed staffs are not all inclusive, they do provide many interesting shore opportunities for TAR officers to consider.

Online Information. Just a reminder to visit us on the Web. Our homepage can be found in the BUPERS domain, under the PERS-4 organization. Updates include information on the recently held TAR Transfer Redesignation board, admin board result statistics, and a short list of upcoming fills. You can send e-mail to your detailer directly from the site. We update this information monthly and it is available to help serve you better. r

knowledge and education needed to meet complex requirements. As more specific information develops, it will be made available to you. As always, your detailer can help you understand what you can do to enhance your growth as an expert. In addition, SEW core competency members are involved in visionary efforts to better define ways to meet the growing demand for Navy information warfare professionals. One area under consideration is the feasibility of establishing a new designator integrating all aspects of information warfare and composed of current 1700 SEW officers, 1610 officers and information-related LDOs. If this proves the best way to organize to meet the Navy's information warfare requirements, we will be an important part of making it happen. Embracing and leading change is an important part of what we do as specialists. Don't be anxious over the possibility of change ... keep performing at a superb level, making things happen, and meeting Fleet requirements.

Detailer Hail and Farewell. After 28 months as the Assistant Head Detailer, CAPT(Sel) Betsy Hight is off to her next tour in JCS/J6 this month. Her replacement is CDR Dru Dubuque coming from her command tour at NCTS Puget Sound. As the senior SEW officer in the office, she will be pivotal in the continued development of the SEW core competency as well as representing her 450 constituents in a variety of tours and opportunities. Good luck, Betsy ... welcome aboard Dru. This is an exciting time to be in the detailing office.

Fleet Support TAR Information. The first Fleet Support TAR luncheon was held at the Pentagon in May. It was so well-attended that plans are in the

works to have another one in the fall. Plan now to get in touch with CDR Lisa Meunier, (703) 695-3996, to give her your thoughts and ideas on speakers or events for the next one. Just as a reminder, the summer is a great time to review your microfiche and PSR so that corrections can be made prior to the board cycle.

Fleet Support Directory: An updated directory has been published. If you haven't received your copy by the end of August, please contact your detailer. r

Downstream Billets:

<u>Command</u>	<u>Billet</u>	<u>Rank</u>	<u>Fill Date</u>
NORU Pensacola	Instructor/Inspector	LT	ASAP
COMUSNAVCENT	Comm Plans/Ops	LT	ASAP
NRD Kansas City	OPO/EPO	LT	ASAP
NAS Keflavik	Admin Officer	LT	ASAP
NRD St. Louis	OPO/EPO	LT	ASAP
PSD Misawa	OIC	LT	ASAP
PSD Omaha	OIC	LT	ASAP
MEPS San Juan	OPS	LT	ASAP
USS STENNIS	Training Off	LCDR	ASAP
USS ABRAHAM LINCOLN	3M Data Analysis	LCDR	ASAP
BUPERS	ADP Director	CDR	ASAP
USS KITTYHAWK	Combat Sys Officer	CDR	ASAP

LDO/CWO Picture – "Mustang News"

{PERS-211L}: DSN 223-2309; commercial (703) 693-2309; fax (703) 614-1189

New Limited Duty Officer Captains

The following LDOs were recently selected to CAPT by the FY98 O6 Line (Active Duty) Promotion Board:

CAPT(Sel) Brad L. Wroolie, 6130 (Surface Engineer)
 CAPT(Sel) Wardell C. Wright, Sr., 6410 (Administration)
 CAPT(Sel) David C. Schmitz, 6210 (Submarine Deck)
 CAPT(Sel) Robert C. Mock, 6330 (Aviation Maintenance)
 CAPT(Sel) Gary L. Willis, 6400 (Nuclear Power)

Congratulations! If you are interested in the career paths these officers followed on their way to the top of our ladder, the below information highlights some of their more significant duty assignments and special qualifications:

CAPT(Sel) Brad L. Wroolie (Surface Engineer)
 Security Director, Naval Submarine Base Groton CT
 Chief Engineer, USS TARAWA (LHA 1)
 OIC, Naval Recruiting Programs, Springfield
 CINCPACFLT Propulsion Examination Board (PEB)
 Chief Engineer, USS OKINAWA (LPH 3)
 Chief Engineer, USS NORTON SOUND (AVM 1)
 Main Propulsion Assistant, USS TARAWA (LHA 1)
 Surface Warfare Officer qualified
 Bachelor of Science Degree

CAPT(Sel) Wardell "O.W." C. Wright (Administration)
 Flag Secretary, CINCLANTFLT
 CO, Personnel Support Activity Puget Sound
 Deputy Director, ACNP for Mgmt Support (PERS-3)
 Admin Dept Head, USS THEODORE ROOSEVELT (CVN 71)
 Administrative Department Head, USS IOWA (BB 61)
 Executive Assistant, Joint Staff, Washington, D.C.
 Administrative Department Head, USS MIDWAY (CV 41)
 Staff Administrative Officer, Amphibious Squadron FIVE
 Surface Warfare Officer qualified
 Bachelor of Science Degree

CAPT(Sel) David C. Schmitz (Submarine Deck)

OIC, Naval Underwater Sea Warfare Center Det Andros Island
 Operations Officer, Submarine Base Kings Bay
 CO, USS PETREL (ASR 14)
 XO, USS SUNBIRD (ASR 15)
 XO, ARDM 2 ALAMOGORD
 Machinery Repair, USS CANOPUS (AS 34)
 Operations Officer, USS PETREL (ASR 14)
 Surface Warfare Officer qualified
 Floating Dry Dock Officer qualified
 Bachelor of Science Degree

CAPT(Sel) Robert C. Mock (Aviation Maintenance)

Director of Training, Naval Schools Command Pensacola
 Aircraft Maintenance Officer, Training Wing FIVE
 Aircraft Intermediate Maintenance Officer, USS INDEPENDENCE (CV 62)
 Aircraft Organizational Maintenance Officer, Training Squadron TEN
 Aircraft Organizational Maintenance Officer, Fleet Composite Squadron FIVE
 Aircraft Intermediate Maintenance Officer, Support Equipment, USS MIDWAY (CV 41)
 Bachelor of Science Degree

CAPT(Sel) Gary L. Willis (Nuclear Power)

OIC, Naval Research Laboratory Site
 Defense Liaison Division, Washington, D.C.
 Staff Material Officer, Submarine Force, U.S. Atlantic Fleet
 CO, AFDM 10 RESOLUTE
 Executive Officer, ARD 7 W MILTON
 Operations Officer, Research Laboratory
 Saturation Diving Watch Officer
 Floating Dry Dock Officer
 Deep Submergence Officer
 Associate of Arts Degree

LDO/CWO Staff Corps Community Advisor

CAPT Crispin "Holy" Toledo, Supply Corps, recently accepted the position of Community Advisor for the Staff Corps LDO/CWO designators. Captain Toledo is currently assigned as the Officer in Charge, Fleet and Industrial Supply Center (FISC), Cheatham Annex. He became the first Filipino-American to attain the rank of Captain in the LDO community (line or staff) in October 1996.

As the Staff Corps Community Advisor (Supply, CEC and Law designators), Captain Toledo will work with us in the LDO/CWO Community Manager's office to resolve community issues and provide important feedback from our officers in the field. CAPT Toledo may be reached at (757) 887-7108.

Voluntary Retirements

Approved voluntary retirement requests play a crucial role in planning promotions, accessions and Selective Early Retirement boards (SER). Once a voluntary retirement request is approved, we make considerations for an officer to promote to the vacancy (providing the designator and pay grade are not over manned), for a new accession to enter the designator, and project the loss at 30 September in the fiscal year in which the retirement is executed to determine if we will be within our Officer Programmed Authorization. The LDO/CWO community end-strength makeup on 30 September of a given fiscal year is what drives whether or not a SER will be required.

So what does all this mean to our community members? If you are contemplating submitting your voluntary retirement request, understand that the Community Manager will make a number of strength plans for your designator and the community as a whole based on your request. If you later decide you want to modify your retirement date or cancel the request altogether, we must then review what plans we have made, consider your reason for the change or cancellation, and make a decision that is in the best interest of the Navy. Because of the complexities and far reaching impact involved in strength planning, we cannot always accommodate a retirement date modification or cancellation. The bottom line is if you submit your retirement request, please make sure that's what you want to do.

Grooming Tomorrow's LDOs and CWOs

Have you noticed an outstanding Sailor who exhibits the leadership, professionalism, maturity and technical abilities we look for in our officers? If so, have you encouraged them to apply for LDO or CWO?

Has a Sailor recently approached you for information about the LDO or CWO programs? If so, did you take the time and were you able to answer all their questions? Did you provide them with a copy of the Limited Duty Officer and Chief Warrant Officer Professional Guidebook (NAVPERS 15627)? This publication contains a wealth of information that can be beneficial to both you and your Sailors. Copies may be ordered through the Navy supply system (stock number is 0500LP5432800). We strongly recommend personnel interested in applying for our programs read this publication. It is particularly important for them to review the information in this book before they go into the command's officer interview board. Many interviewers often ask questions from information contained in this book to determine just how knowledgeable the individual is about retirement laws, career paths, promotions opportunities, etc.

Does your command publish POD/POW notes about commissioning programs, including LDO/CWO? Is your command pro-active at informing Sailors of the opportunities for upward mobility?

Has another command solicited your assistance in conducting an LDO/CWO appraisal board?

Did you unhesitatingly participate?

Did you give your participation some forethought?

Did the appraisal board provide feedback to the applicant after the appraisal session?

These are questions we should occasionally ask ourselves. The success and viability of our communities depends on us. We recruit ourselves, not the Naval Recruiting offices. The investment we make in grooming our "replacements" will pay large dividends for our Navy and program.

Future Boards:

21 JUL - 1 AUG 1997	LT (Line) Active Selection Board
11-22 AUG 1997	LT (Staff) Active Selection Board
1-11 OCT 1997	CWO3/CWO4 Active Sel Board

Best regards, keep charging and stay safe out there! r

*CDR Jerry Hart and LT Scott Lyons
LDO/CWO Community Managers (Pers-211L).*

BUPERS Directory

**For e-mail address, replace xxx with listed PERS-code:
example – to e-mail the aviation junior officer VF detailer:
* indicates no e-mail available**

***pxxx@bupers.navy.mil
p432g@bupers.navy.mil***

<u>PERS-code</u>	<u>Position</u>	<u>Incumbent</u>	<u>DSN</u>	<u>Commercial</u>	<u>Ext</u>
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Perspective and Link Magazines

451E	Managing Editor, <i>Perspective</i> and <i>Link</i> Magazines	LT Zip	223-3034	(703) 693-3034	
451E1	Editor, <i>Link</i>	JOC(SW) Briggs	223-3079	(703) 693-3079	

BUPERS Access / IVR and BUPERS Home Page Technical Support

455E	BUPERS Access / IVR Technical Support BUPERS Access Data Personal Account BUPERS Access Data Command Representative Account Interactive Voice Response (IVR)	DP1 Richardson	224-8083	(703) 614-8083 1-800-346-0217 1-800-762-8567 1-800-951-NAVY	
1023	BUPERS Home Page Technical Support BUPERS Home Page e-mail address	DPC Reese http://www.navy.mil/homepages/bupers	225-5895	(703) 695-5895	

Personnel Policy Advisors

203D	Personnel Exchange Program (PEP) Advisor	LCDR Hunter	224-5393	(703) 614-5393	
2MM	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761	
2WW	Women in the Navy Advisor	CAPT Brehm	225-9385	(703) 695-9385	
45J	Joint Policy Advisor	Vacant	223-2345	(703) 693-2345	
45J1	JPME Phase II Quota Control	LCDR Grace	223-0036	(703) 693-0036	
45J2	Title 10 Compliance	LT Velasquez	224-2048	(703) 614-2048	
451G	TAD/Joint Operations Assignments Advisor	LCDR Terrell	223-2948	(703) 693-2948	
451G1	TAD Assistant	LT Mulligan	223-1192	(703) 693-1192	
61	Director, Equal Opportunity Division	CAPT Stafford	224-2007	(703) 614-2007	
61B	Deputy Director	CDR Olmo	225-2860	(703) 695-2860	
611	Navy Affirmative Action Plans Advisor	LCDR Haeg	225-2651	(703) 695-2651	
613	Sexual Harassment/CMEQ Advisor	LCDR Imgrund	225-2824	(703) 695-2824	
614A	Minority Affairs Advisor	CDR Olmo	224-1190	(703) 614-1190	
614B	Minority Affairs Advisor	LCDR Burke	224-2008	(703) 614-2008	

Microfiche, PSR, Selection Boards, Fitness Reports, ODC Support

* 313D	Microfiche & PSR Ordering fax ordering (PSR ordering only)	LT Stauffer	224-3654 224-8882	(703) 614-3654 (703) 614-8882	
* 321	Selection Board Support	LT Bertelsen	224-3105	(703) 614-3105	
* 322	FITREP/EVAL Support and FITREP/EVAL Selection Board Support	Help Desk	224-1132	(703) 614-1132	
* 1031D1	Officer Data Card (ODC) Support (updates to Front Page PSR)	Ms Jones	224-5188	(703) 614-5188	

Inservice Procurement and Transfer Division

25	Director	CDR Wessel	224-3887	(703) 614-3887	
251	Head, Inservice Procurement/Transfer Branch	LT Green	224-1193	(703) 614-1193	
252	Head, Officer Recall	LCDR Simmons	224-2825	(703) 614-2825	
253	Head, Officer Separations	LT Bischeri	223-2206	(703) 693-2206	
* 253B	Officer Involuntary Separations	PNC Estella	224-2894	(703) 614-2894	
* 253C	Officer Resignations	Ms Atkinson	223-0987	(703) 693-0987	

Officer Promotions Division

26	Director	CDR Stewart	224-2725	(703) 614-2725
* 26A	Admin Officer	LT Corley	224-2725	(703) 614-2725
* 26C	Officer Special Board Coordinator	LT Castleberry	224-2725	(703) 614-2725
26L	Line Selection Board Liaison	LCDR Anderson	224-2725	(703) 614-2725
* 26M	Staff Selection Board Liaison	LCDR Nathan	224-2725	(703) 614-2725
* 93	Director, Reserve Officer & Enlisted Promotions	CDR Carlock	288-8691	(202) 433-8691
* 93B	Deputy Director, Reserve Officer & Enlst Promotions	CDR Vogt	288-8676	(202) 433-8676
* 93D	Special Assistant for Line/Staff Boards	CDR Nardella	288-8675	(202) 433-8675
* 93I	Head, Reserve Officer Promotions and Appointments	LCDR Cambell	288-8674	(202) 433-8674

Retirements Division

27	Director	Ms Ryan (Acting)	224-2690	(703) 614-2690
27I	Head, LIMDU/Disability Retirement	LTJG Gaston	224-7990	(703) 693-7990
272	Head, Officer Retirement	CWO4 Abrams	223-7995	(703) 693-7995

Officer Community Management (OCM) and Career Planning Division

21	Director	CAPT Durgin	223-2301	(703) 693-2301
211	Head, OCM	CAPT Wilson	223-2303	(703) 693-2303
211C	Chaplain Corps OCM	CAPT Belanus	224-4438	(703) 614-4438
211D	AED/AMD OCM	CDR Ezzard	224-4869	(703) 614-4869
211E	Engineering Duty OCM	CAPT Hickey	223-1231	(703) 693-1231
211F	Special Warfare OCM	LCDR Campion	224-8327	(703) 614-8327
211G	Fleet Support OCM	CDR Sapp	223-2308	(703) 693-2308
211H	Special Operations OCM	CDR Tillotson	224-8328	(703) 614-8328
211I	Intelligence OCM	CAPT Darrah	224-3072	(703) 614-3072
* 211J	JAG Corps OCM	CDR Bengston	221-9830	(703) 325-9830
* 211K	CEC OCM	CAPT Mehula	224-3635	(703) 614-3635
211L	LDO/CWO OCM	CDR Hart	223-2309	(703) 693-2309
211L1	Assistant LDO/CWO OCM	LT Lyons	223-2310	(703) 693-2310
211M	Medical Department OCM	CAPT Gibbin	223-2328	(703) 693-2328
211M2	Medical OCM Admin Assistant	HM2 Beebe	223-2324	(703) 693-2324
211M3	Medical Service Corps/Dental Corps OCM	CDR Brannman	223-2327	(703) 693-2327
211M4	Medical Corps OCM	CAPT Simpkins	223-2311	(703) 693-2311
211M5	Nurse Corps OCM	CAPT Kenney	223-2326	(703) 693-2326
211N	Submarine OCM	LCDR Stacia	225-1242	(703) 695-1242
211O	METOC OCM	CAPT Donaldson	224-0520	(703) 614-0520
211P	Public Affairs OCM	CDR Weishaupt	224-2708	(703) 614-2708
211Q	Cryptology OCM	CAPT McDonald	224-3403	(703) 614-3403
* 211R	Merchant Marine OCM	CAPT Van Oss	332-7128	(703) 602-7128
211S	Supply Corps OCM	CAPT Culvyhouse	224-3471	(703) 614-3471
211S1	Supply Corps Requirements	LCDR Walker	224-3471	(703) 614-3471
211V	Aviation OCM	CDR Ryan	223-2306	(703) 693-2306
211W	Surface OCM	CDR Sorce	223-2305	(703) 693-2305
213	Professional Development	LCDR Hartlaub	223-2340	(703) 693-2340
213D	Graduate Ed & Subspecialty Management	Ms. Poindexter	224-4933	(703) 614-4933;
* 214	TAR OCM	CDR Wright	223-2316	(703) 693-2316

Surface Officer Distribution Division

41	Director/CAPT Assignment	CAPT Marzluff	224-8341	(703) 614-8341
41B	Deputy Director	CDR Feckler	224-8341	(703) 614-8341
41A	Assistant CAPT Assignment	CDR Kurta	224-8341	(703) 614-8341
410	Head, CDR Assignment	CDR Clark	224-3678	(703) 614-3678
410A	Assistant CDR Assignment	CDR Woolley	224-3679	(703) 614-3679
410B	Assistant CDR Assignment	LT Cutsinger	224-3679	(703) 614-3679
411	Head, LCDR Assignment	CDR Chandler	224-2270	(703) 614-2270
411A	YG85 & Junior	LCDR O'Rourke	224-2270	(703) 614-2270
411B	YG84 & Senior	LCDR Delaney	224-2270	(703) 614-2270
412	Head, Junior Officer Assignment	CAPT Reilly	224-3831	(703) 614-3831
412B	Sea Coordinator	LCDR Grause	224-3831	(703) 614-3831
412A	Shore Coordinator	LCDR Lauer	224-3831	(703) 614-3831
412S	2nd Department Head Assignment	LCDR Johnson	224-3831	(703) 614-3831
4128	1st Department Head Assignment	LCDR Negus	224-3831	(703) 614-3831

4121	2nd Division Officer Assignment (M-Z)	LCDR Thebaud	224-3831	(703) 614-3831
4122	2nd Division Officer Assignment (A-L)	LT Doyon	224-3831	(703) 614-3831
412I	Initial Assignment	LT Colagiuri	224-3831	(703) 614-3831
412N	Surface Nuclear Assignment	LCDR Mullen	224-3831	(703) 614-3831
413	Head, Surface Ship Placement, CCDG Staffs, CNSL/CNSP Staffs	CDR Carney	223-1976	(703) 693-1976
413A	LANT CRUDES Ships and Staffs	LCDR Fierro	223-0912	(703) 693-0912
413B	PAC CRUDES Ships and Staffs	LCDR Ault	223-1979	(703) 693-1979
413E	CLF/PC/USNS/Trng/MW	LCDR Kersh	223-1983	(703) 693-1983
413F	Amphibious Ships and Staffs	CDR Landholt	223-1985	(703) 693-1985
414	Head, Surface LDO/CWO Assignment	CDR Williamson	223-1953	(703) 693-1953
414A	Deck/Admin	LT Schultz	223-1954	(703) 693-1954
414B	Ord/OpTech/ADP	LCDR Scharf	223-1956	(703) 693-1956
414C	Engineering	LCDR Patrick	224-8553	(703) 614-8553
414D	Elex/Comm	LCDR Freeman	223-1955	(703) 693-1955
415	Head, Special Warfare Assignment/Placement	LCDR Campion	224-8327	(703) 614-8327
416	Head, Special Operations Assignment/Placement	LCDR Windhorst	224-8328	(703) 614-8328

Submarine / Nuclear Power Officer Distribution Division

42	Director/CAPT Assignment	CAPT Talbot	225-1205	(703) 695-1205
42B	Deputy Director/CO Detailer	CAPT(Sel) Hendrickson	225-3965	(703) 695-3965
421	Head, Sub/Nuclear Power Assignment	CDR(Sel) Howard	225-0688	(703) 695-0688
421A	Post-Department Head Shore Detailer	LCDR Genoble	225-4047	(703) 695-4047
421B	Department Head Detailer	LCDR Kirk	225-4048	(703) 695-4048
421C	Junior Officer Shore Detailer	LT Brunner	225-4039	(703) 695-4039
421D	Junior Officer Sea Detailer/Medical	LT Brown	225-4331	(703) 695-4331
421E	Accession/Resignations	LT Nosse	225-4062	(703) 695-4062
422	Head, Nuclear Sub LDO/CWO Assignment	CDR Downs	225-4209	(703) 695-4209
422A	LDO/CWO Detailer	LCDR Jorfi	225-1240	(703) 695-1240
422B	LDO/CWO Detailer	LCDR Hill	225-6119	(703) 695-6119
423	Staff Placement	LCDR Rauch	225-3923	(703) 695-3923
424	Head, Surface Nuclear Power Distribution	CAPT(Sel) Janikowski	225-4330	(703) 695-4330
424B	Surface Nuclear Placement	LT Pascual	225-4192	(703) 695-4192

Aviation Officer Distribution Division

43	Director/CAPT Assignment	CAPT Besal	224-8356	(703) 614-8356
43B	Deputy Director	CDR Buyske	224-8080	(703) 614-8080
43A	Assistant CAPT Assignment	LCDR Dolan	224-8356	(703) 614-8356
43C	ACIP Evaluation	LT Sloan	224-8712	(703) 614-8712
431	Head, CDR Assignment	CDR Miller	224-8077	(703) 614-8077
431A	Assistant CDR Detailer	CDR Munoz	224-8077	(703) 614-8077
431B	Assistant CDR Detailer	CDR McCormack	224-8077	(703) 614-8077
432	Head, LCDR/Junior Officer Assignment	CDR Malinak	224-8708	(703) 614-8708
432C	Shore Coordinator	LCDR Maloney	224-8708	(703) 614-8708
432D	Resignation/RAD/Retention	LTJG Blake	224-8712	(703) 614-8712
432E	VAW/Warfare Transition	LCDR Plummer	224-8708	(703) 614-8708
432F	VFA	LCDR White	224-8708	(703) 614-8708
432G	VF	LCDR Ariza	224-8708	(703) 614-8708
432H	Helicopter (Sea)	LCDR Lupton	224-8708	(703) 614-8708
432I	VP (Shore)	LT Vassilakis	224-8708	(703) 614-8708
432J	Education/Subspecialty Management	LT Baker	224-8708	(703) 614-8708
432K	VAM/VAQ	LCDR Hinkley	224-8708	(703) 614-8708
432L	Aviation LDO/CWO Assignment	CDR Ewing	224-4178	(703) 614-4178
432M	Assistant Aviation LDO/CWO	LCDR Fiegl	224-4596	(703) 614-4596
432N	Pilot/NFO Initial Assignment	LT Cole	224-8708	(703) 614-8708
432P	VP (Sea)	LCDR Smith	224-8708	(703) 614-8708
432Q	Helicopter (Shore)	LCDR Maloney	224-8708	(703) 614-8708
432R	Sea Coordinator	LCDR Spitz	224-8708	(703) 614-8708
432S	VS/Force Sup Jet	LCDR Pirtz	224-8708	(703) 614-8708
432U	VQ/Force Sup Prop	LCDR Steele	224-8708	(703) 614-8708
432Z	General Aviation	LT Cole	224-8708	(703) 614-8708

433	Head, Air Combat Placement	CDR Wanjon	224-4344	(703) 614-4344
433A	VFA/CVW East/TACRONS	LCDR Haffner	224-4344	(703) 614-4344
433B	VF/CVW West	LCDR Molitor	224-4344	(703) 614-4344
433C	VAW/VRC/VC/VQ	LCDR Settele	224-4344	(703) 614-4344
433D	VP/VX-1/ASWOC/VXE-6	LCDR Adrion	224-4344	(703) 614-4344
433E	Flight Students Placement	LT Bogard	224-4344	(703) 614-4344
433F	VAM/VAQ	LCDR McCulloch	224-4344	(703) 614-4344
433G	CV/CVN	LCDR Buck	224-4345	(703) 614-4345
433H	VS/VT/Aviation Staff	LCDR Wagner	224-4345	(703) 614-4345
433I	HSL/HS	LCDR Bartkoski	224-4345	(703) 614-4345
433J	HC/HM/TYCOMS/FASO	LCDR Menah	224-4345	(703) 614-4345

Restricted Line / Staff Corps Officer Distribution and Special Placement Division

44	Director	CAPT Wikstrom	224-4022	(703) 614-4022
44A	Aide Placement	LCDR Martin	223-0041	(703) 693-0041
44B	Deputy Director	CDR Riddle	224-4024	(703) 614-4024
440	Head, Professional Education/Subspecialties	CDR Threlkeld	223-1220	(703) 693-1220
440B	Graduate Education Placement	LTJG Noles	223-1222	(703) 693-1222
440C	Service College Placement	LT Bradford-Crane	223-1223	(703) 693-1223
440E2	Subspecialty/Waiver Review	Ms Hughes	224-3321	(703) 614-3321
441	Head, Washington Placement	CDR Opsal	223-0002	(703) 693-0002
441A	JCS/OSD Admin	LT Stone	224-1113	(703) 614-1113
441B	Assistant Washington Placement	LCDR Walter	223-0001	(703) 693-0001
442	Head, Major Staffs Placement	CDR Bole	224-8483	(703) 614-8483
442B	Asst. Head/Korea/Japan	LCDR Strange	224-8484	(703) 614-8484
442C	FAO/PEP/FMS	LT Druckenmiller	224-8482	(703) 614-8482
444E	Head, NAVSEA	CDR Threlkeld	224-4918	(703) 614-4918
444F	Head, Educ & Trng Staff Placement/NAVAIR/SPAWAR	LCDR Fox	223-1220	(703) 693-1220
444	NROTC/USNA/TELCOM	LCDR Harned	225-5779	(703) 695-5779
444A	TRA/CNET/PASS/NS	LCDR Boone	224-3918	(703) 614-3918
444B	NAS/CNRC/SAF	LCDR Tappan	223-1219	(703) 693-1219
444C	NPS/CAAC/ARC/BRIG	Ms Henderson	224-4916	(703) 614-4916
445	Head, Engineering Duty Assignment	CAPT Rau	223-1231	(703) 693-1231
445B	Assistant ED Detailer	CDR Petersen	224-1232	(703) 614-1232
446	Head, AED/AMD Assignment	CDR Benn	224-4869	(703) 614-4869
446B	Assistant Head, AED 151x/Det/Air	CDR Wooten	224-4869	(703) 614-4869
446C	Assistant Head, AMD 152x	CDR Boyce	224-4869	(703) 614-4869
446	Tar Community Manager	LCDR Smith	224-4869	(703) 614-4869
	AEDO Career Manager	LCDR Black	664-1680	(703) 604-1680 ext 2180
	AMDO Career Manager	LCDR Disano	664-1680	(703) 604-1680 ext 2181
447	Acquisition Professional (AP) Advisor	CAPT Brown	227-8761	(703) 697-8761
448	Head, Public Affairs Assignment	CDR Weishaupt	224-2708	(703) 614-2708
448B	Assistant Head	LCDR Merrell	224-2708	(703) 614-2708
449	Head, METOC Assignment	CAPT Swaykos	224-0520	(703) 614-0520
449B	Assistant Detailer	LCDR Stewart	224-0521	(703) 614-0521
4410	Head, Cryptology Assignment	CDR MacDougall	224-3402	(703) 614-3402
4410B	JO Detailer	LCDR Pollard	224-3403	(703) 614-3403
4410C	LDO/CWO/New Accessions	LT Russell	224-3404	(703) 614-3404
4411	Head, Intelligence Assignment	CDR Thomas	224-3072	(703) 614-3072
4411A	LT & Below Detailer	LCDR Exner	224-3072	(703) 614-3072
4411B	Intelligence Placement	LCDR Kohler	224-3072	(703) 614-3072
4411C	Attache Placement/TAR Detailer	CDR Workman	224-3072	(703) 614-3072
4413	Head, CEC Assignment	CAPT Surash	224-3635	(703) 614-3635
4413A	LCDR Detailer	LCDR Ashley	224-3635	(703) 614-3635
4413B	Billets/NAVFAC Placement/ANCECO	LCDR Corando	224-3635	(703) 614-3635
4413C	LTJG/ENS/CWO Detailer	LT Collins	224-3635	(703) 614-3635
4413D	Plans and Inputs	LCDR Addison	224-3635	(703) 614-3635
4413E	LT/Postgraduate Detailer	LCDR Stratman	224-3635	(703) 614-3635

4412O	Director, Supply Corps Personnel/CAPT Sea & Shore	CAPT Bristow	224-2862	(703) 614-2862	
4412	Head, Supply Assignment/CDR Sea & Shore	CAPT Bird	224-2862	(703) 614-2862	
4412R	Special Assistant	LCDR Singleton	224-2865	(703) 614-2865	
4412B	LCDR Shore Detailer	CDR Kuhm	224-0915	(703) 614-0915	
4412C	LCDR Sea and Overseas Detailer	LCDR Green	224-0917	(703) 614-0917	
4412E	Reserve/TAR/SELRES Manager	CAPT Thornbury	224-2862	(703) 614-2862	
4412F	LT/LTJG Sea and Overseas Detailer	LCDR Morgan	224-0918	(703) 614-0918	
4412I	LT/LTJG Shore Detailer	LT Liberko	224-0913	(703) 614-0913	
4412G	ENS/CWO Sea and Overseas Detailer	LT Skinner	224-0919	(703) 614-0919	
4412J	ENS/CWO Shore	LT Walker	224-0916	(703) 614-0916	
4412X	NAVSUP/DLA/BUPERS Placement	LCDR Dolan	224-2811	(703) 614-2811	
4412W	TAR Community Manager	CDR Laughlin	224-8703	(703) 614-8703	
4412Q	Career Counselor	LCDR Pritchard	224-3471	(703) 614-3471	
4414	Head, Chaplain Assignment	CAPT Cooper	225-4355	(703) 695-4355	
4414D	Assistant Head	CDR MacNew	224-4363	(703) 695-4363	
4414E	Assistant Head	LCDR Cheathem	224-4415	(703) 695-4415	
4415	Head, Medical Department Assignment	CAPT Brown	225-7073	(703) 695-7073	
4415A	Assistant Head	CAPT(Sel) Younger	225-7073	(703) 695-7073	
4415B	Head, Medical/Dental Placement	CDR Hodges	225-5837	(703) 695-5837	
4415D	Overseas, Ops and USMC Placement	LCDR Bye	225-5837	(703) 695-5837	
4415F	East Coast Claimancy 18 Placement	LT Brown	225-5837	(703) 695-5837	
4415T	West Coast Claimancy 18/Washington HQ Placement	LCDR Brown	225-5837	(703) 695-5837	
4415M	Head, MC/Surg Spec Assignment	CAPT Golembieski	225-7960	(703) 695-7960	
4415P	GME Assignment	LT Poindexter	225-7960	(703) 695-7960	
4415U	GMO Assignment	LCDR Wiley	225-7960	(703) 695-7960	
4415R	Operational Med/PA Assignment	LCDR Murray	225-7960	(703) 695-7960	
4415N	Non-Surgical Spec MC Assignment	CAPT(Sel) Nathan	225-7960	(703) 695-7960	
4415G	Head, Dental Corps Assignment	CAPT Arthur	225-9101	(703) 695-9101	
4415H	Dental Corps Assignment	CDR Wagner	225-9101	(703) 695-9101	
4415J	Head, MSC/Senior HCA Assignment	CAPT Garn	225-9004	(703) 695-9004	
4415JA	Applied Science Assignment	LCDR Feril	225-9004	(703) 695-9004	
4415I	HCA MSC Assignment LCDR and above	CAPT(Sel) Sullivan	225-9005	(703) 695-9005	
4415IA	HCA MSC Assignment ENS-LT	LT Arellano	225-9005	(703) 695-9005	
4415K	Head, Nurse Corps Assignment	CAPT Caffrey	225-7703	(703) 695-7703	
4415V	LCDR Nurse Corps Assignment	CAPT(Sel) Boechler	225-7703	(703) 695-7703	
4415L	Nurse Corps West Coast Assignment	CDR Saunders	225-7703	(703) 695-7703	
4415S	Nurse Corps East Coast Assignment	LCDR Szymanski	225-7703	(703) 695-7703	
* 4416	Head, JAG Corps Assignment	CAPT Stevens	221-9830	(703) 325-9830	ext 6101
* 4416B	Assistant Head/Senior Officer	CDR Crawford	221-9830	(703) 325-9830	ext 6102
* 4416C	LCDR Assignment	LCDR Tuider	221-9830	(703) 325-9830	ext 6107
* 4416D	LT/LTJG/LDO Assignment	LCDR Luster	221-9830	(703) 325-9830	ext 6103
* 4416E	Accessions/Retention	LCDR Price	221-9830	(703) 325-9830	ext 6109
4417	Head, TAR Assignment	CAPT Peterson	224-8386	(703) 614-8386	
4417B	Surface TAR Officer Assignment	CDR Morgan	224-8386	(703) 614-8386	
4417C	Aviation TAR Officer Placement	LCDR Boening	224-8387	(703) 614-8387	
4417D	Surface TAR Officer Placement	LCDR Hamel	224-8388	(703) 614-8388	
4417E/441C	Intelligence TAR Officer Assignment	CDR Workman	224-3072	(703) 614-3072	
4417F	Fleet Support TAR Officer Assignment	LCDR Strother	224-3515	(703) 614-3515	
4419	Head, Fleet Support Assignment	CAPT Augustine	224-3515	(703) 614-3515	
4419A	Assistant Head	CDR Dubuque	224-3515	(703) 614-3515	
4419B	YG80-88 Detailer	LCDR Davis	224-3515	(703) 614-3515	
4419F	YG89 & Junior Detailer	LT Enterline	224-3515	(703) 614-3515	

Survivor Benefit Plan—A Decision that Lasts Beyond a Lifetime

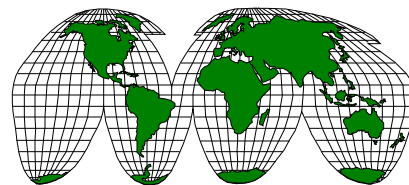
Throughout your career, you make decisions that affect your future as well as your family's. Your decision to participate in the Survivor Benefit Plan (SBP) could be the most important one you will ever make. Your retired pay stops when you die, and the one way you can ensure your family is taken care of financially is by electing to participate in SBP. Prior to retirement you will be required to make a decision whether or not to enroll in SBP. This decision is one not to be taken lightly and should be given considerable thought and discussed with your spouse, since they have to concur with your decision. Your decision to participate is IRREVOCABLE.

For as little as \$7.50 a month, you can ensure your spouse and/or children get a portion of your retired pay after you are gone. There are some distinct advantages and disadvantages regarding SBP and it may not be the best option for everyone. Only you know your financial situation and what safeguards you will have in place to support your family once you are gone. Do not be fooled by insurance agents that say they can do better than SBP, chances are they can not. But begin now to educate yourself and plan for life after retiring from the Navy.

If you are retirement eligible or contemplating retirement, get the facts before making this important decision. Contact your Command Career Counselor, a Financial Advisor or the Retired Activities Branch (PERS-622) at 1-800-255-8950. Your decision will last beyond a lifetime. r

TAD Positions for Joint/UN/NATO Contingency Operations

Here is an opportunity to participate in and contribute to real world operations. PERS-451G is charged with coordinating TAD support for Joint Operations and United Nations missions worldwide.



TAD assignments are 120 to 179 days in length and require your command's approval to participate. Your command incurs no cost in supporting these vital assignments as the requesting command pays both travel and per diem. If the timing is such, we can work with your detailers to make the TAD assignment part of your PCS orders. Tax-free income, other special pays, and special recognition are often part of these assignments.

PERS-451G currently supports assignments to Operations Joint Guard and Deliberate Guard in Europe and Southern Watch in Saudi Arabia as well as United Nations missions to the Western Sahara and Republic of Georgia. Particular skills sought include Tacair aviators, aviation strike planners, TLAM strike planners, EP-3 mission planners, H-60 CSAR coordinators, coastal harbor defense experts, Intelligence Officers, PAOs, Supply Officers (particularly contracting experts with subspecialty code 1306), SWOs (particularly anti-air TAOs with NTDS experience), Photography Officers, Communication Officers, Submarine Officers, CEC Officers, TARPS analysts, computer experts (subspecialty code XX89/XX91), and foreign language skills. Paygrade requirements range from LT to CAPT and are assignment dependent. New assignments become available monthly and are assigned 120 days prior to the report date.

For more information please contact LT Nikolai Mulligan or LCDR Dick Terrell at DSN 223-1192 or commercial (703) 693-1192. You may fax us at DSN 225-5780 or commercial (703) 695-5780 or e-mail us at: p451g1@bupers.navy.mil r

Consider Attache Duty

Looking for a truly unique assignment for you and your family? By becoming an attache, you'll serve overseas at a U.S. embassy, and represent the U.S. Navy to your host country. Many attache assignments provide foreign language training. **All attache billets are joint duty assignments**, and all training is in the DC area. For more information and billets, call CDR Steve Workman, Attache Placement, DSN 224-3072, commercial 703-614-3072. r

<u>Country</u>	<u>Billet</u>	<u>Desig/Rank</u>	<u>Language</u>	<u>Train/Onsta</u>
Albania	DATT	1050/CDR	Albanian	9802/9911
Brazil*	NATT	1310/CAPT	Portuguese	9808/0002
Bulgaria	NATT	1050/CDR	Bulgarian	9808/0001
Chile	DATT	1050/CAPT	Spanish	ASAP/9808
Egypt*	NATT	1310/CAPT	Arabic	9808/0007
Indonesia	NATT	1050/CAPT	Indonesian	9801/9906
Malaysia	NATT	1050/CAPT	Malay	9708/9902
Mexico	NATT	1050/CAPT	Spanish	ASAP/9806
Peru	DATT	1050/CAPT	Spanish	9804/9906
Philippines*	NATT	1310/CAPT	Tagalog	ASAP/9806
Saudi Arabia*	NATT	1310/CDR	Arabic	ASAP/9808
Ukraine*	NATT	1310/CDR	Ukrainian	9709/9906

* flying billet

The Reference Page

Record Maintenance

The following reference points are outlined to facilitate updating your record.

- **Photograph.** The requirement to submit a photograph is now within three months after acceptance of each promotion vice the old requirement of submission within one year.

Photographs can be submitted on NAVPERS 1070/10 and sent to:

Bureau of Naval Personnel (PERS-313C)
2 Navy Annex
Washington DC, 20370-3130

- **Fitness reports.** If you are missing a fitness report from your microfiche send a copy to:

Bureau of Naval Personnel (PERS-322)
2 Navy Annex
Washington DC, 20370-3220

For questions call DSN 224-1196/2476 or (703) 614-1196/2476.

- **Microfiche.** You cannot order your microfiche by phone or by e-mail because your signature is required. Send written requests to:

Bureau of Naval Personnel (PERS-313D)
2 Navy Annex
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, or fax (703) 614-8882.

- **Performance Summary Record (PSR).** You may order your PSR by writing or faxing:

Bureau of Naval Personnel (PERS-313D)
2 Navy Annex
Washington, D.C. 20370-3130

For questions call DSN 224-3654/2983, (703) 614-3654/2983, fax (703) 614-8882.

- **Officer Data Card (ODC).** You may request an Officer Data Card by writing or faxing:

Bureau of Naval Personnel (PERS-1031D)
2 Navy Annex
Washington, D.C. 20370-1030

For questions call DSN 224-2213, (703) 614-2213, or fax (703) 614-5021

- **Medals.** If an award is missing from your PSR, send a copy of the signed citation to the Board of Decorations and Medals (after printing or typing your SSN in the upper right hand corner).

Navy Department Board of Decorations & Medals
2000 Navy Pentagon
Washington, DC 20350-2000.

If an award is missing from the microfiche, again ensure your SSN is in the upper right hand corner and send the citation to PERS-313C1. Faxed citations are not acceptable for inclusion on the microfiche. Remember that only personal awards (NAMs, NCMS, etc.) are part of your official record. r

(VF continued from pg 15)

individual leaves a command and it is perceived that a "spot" now exists. If this vacancy renders that command below their authorized levels then I can fill it. If not, I can't.

Second, everyone has their "preference list" and since they are all remarkably similar (imagine that!) to one another, I often need to prioritize who has first choice for the limited spots available. This is accomplished by comparing the FITREPs of all the JOs competing for the same billet and allowing the individual with the best record to choose first. In summary, if you desire your first choice for your next job it all comes down to 1) timing, and 2) sustained superior performance.

Last, if there is anything I can assist you with concerning orders and career planning please remember there is no such thing as calling too early or too often. Have a great summer and I look forward to talking to you soon. r

LCDR Russ Ariza, PERS-432G
[e-mail p432g@bupers.navy.mil](mailto:p432g@bupers.navy.mil)

Reserve Promotion Selection Board Results

The Nov-Dec 1996 issue of *Perspective* contained a comprehensive offering by RADM Loeffler (PERS-2, ACNP for Active Duty Military Personnel Policy and Career Progression) explaining the route required for approval of LT to CAPT statutory promotion selection board results. Naval Reserve statutory boards follow much the same route except there is no review by the Joint Chiefs of Staff for reserve boards—there are no joint statutes applicable.

From adjournment of a selection board to approval of the report, recommendations for selection are examined in compliance with DoD Directive 1320.4, providing the Secretary of Defense, the President and the Senate all adverse and alleged adverse information relating to officers whose personnel actions are subject to SECDEF or Presidential approval and/or Senate confirmation. This means that all adverse and alleged adverse information contained in Naval Criminal Investigative Service (NCIS), Navy IG and Equal Opportunity records is thoroughly examined by the Chief of Naval Personnel, the Office of the Judge Advocate General, the Chief of Naval Operations and the Secretary of the Navy prior to the release of a selection list. This adds about six weeks to the time it used to take for boards' results to be released.

In addition, prior to the Reserve Officer Personnel Management Act (ROPMA) becoming effective on 1 October 1996, the approval of reserve boards and resultant release of the selection lists was delegated to SECNAV. Since 1 October 1996 that delegation has lapsed and, per Title 10, all reserve boards must be approved by the President. Subsequently, reserve board results cannot be released until the president approves the boards. This has added nominally another 6 to 8 weeks to the release of reserve selection lists. In an effort to expedite the release of board results, we have requested delegation authority for SECDEF to approve board reports. At present, once a list is approved we expedite the release of the ALNAV announcement. Your continued patience is appreciated in this regard. If you have any questions please call me at DSN 288-8691. r

CDR M. K. Carlock, PERS-93/86
Director, Naval Reserve Officer Promotions,
Appointments, and Enlisted Advancement Division

L A N D L I N E

Letters to the Editor

Background for Landline responses comes from cognizant offices in BUPERS. Your questions and comments are essential to issues deserving added emphasis or clarification. If you have a question or comment, please write to:

Editor, *Perspective/Link*
Bureau of Naval Personnel
PERS-451E
2 Navy Annex
Washington, DC 20370-4510

Include your name, SSN, and designator when writing, or call DSN 223-3034; commercial (703) 693-3034; or fax (703) 695-9940/5780. Please note that the above address is new.

You can also send Internet e-mail to the editor at the following address:

p451e@bupers.navy.mil

Distribution

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The Last Word . . .

**ACNP FOR MILITARY PERSONNEL POLICY
AND CAREER PROGRESSION (PERS-2)**

O RADM S.R. LOEFFLER

What About TERA and Continuation?

We are currently unable to afford officer Temporary Early Retirement Authority (TERA) for FY98 due to funding constraints. TERA was provided in law to assist Services in meeting reductions in end strength as part of the post-cold war drawdown. While TERA costs the Navy money, it helped us strike a balance among competing priorities; specifically, continuing down the path to a smaller force while maintaining acceptable promotion timing for our junior officers.

The law requires twice FOSed officers below the grade of CDR to separate. However, the law also gives Service Secretaries authority to offer continuation on active duty to officers who are required to separate for failure of selection. Continuation is not required, but SECNAV does have the option. DoD and Navy policies recognize LCDRs as part of the career force, and we have traditionally offered continuation to O4s who twice FOS. This allows them the opportunity to reach retirement eligibility, which by law is normally 20 years of active service. Our commitment to retirement eligibility for LCDRs is unchanged.

In any event, the statutory authorization for TERA expires after FY99. Congress never intended to institutionalize retirement for less than 20 years of service. TERA is a short term drawdown tool and not an entitlement. Thus, it is inevitable that we return to our long standing practice of offering continuation to twice FOSed LCDRs who continue to perform their duties well.

Although TERA permits retirement before 20 years at a slightly reduced stipend, it costs the Navy roughly \$62,000 per officer to do so. Retiring all FY98 2XFOS LCDRs would cost about \$21 million. Unfortunately, we don't have the money to do this, particularly in light of other funding priorities (such as PCS). Lacking funds for TERA in FY98, we will return to our pre-FY94 policy of continuing twice FOSed LCDRs on active duty to reach retirement. Officers will be informed by personal letter if they are selected for and offered continuation. If an officer is not selected for continuation, or the officer elects not to accept continuation, he or she will be separated and receive separation pay.

Funding for TERA in FY99 will depend largely on the implementation schedule for the results of the Quadrennial Defense Review (QDR). Since recommendations of the QDR call for further decreases in end-strength, we will seek money for TERA. This might permit some or all of the LCDRs who twice FOS in FY99, and those who have been previously continued, to retire early under TERA. Since no funding is currently identified or available, Continuation Boards will probably function through FY99.